



Drug and Alcohol Policy

RS DIVING CONTRACTOR GmbH is committed to maintaining a safe and healthy environment and ensuring that no personnel endanger themselves or others through the misuse of drugs, alcohol or other potentially harmful substances.

Aims:

This policy aims:

- to raise awareness of the risks of alcohol and other drugs and their effects on work and health consequences.
- to provide a clear understanding of rules of RS DIVING CONTRACTOR GmbH concerning the use of intoxicating substances so that the personnel are aware of the likely consequences for their employment if they misuse them.
- to identify personnel with possible alcohol and drug related problems at an early stage.
- to promote the health and wellbeing of all personnel.

Scope:

- The policy applies to all onshore and offshore personnel of RS DIVING CONTRACTOR GmbH.
- The policy applies to all contractors, subcontractors and agency staff working for and on behalf of the company.
- The policy covers the misuse of illegal drugs, alcohol and other intoxicating substances and their potential effect on the employment.

Rule on Drugs and Alcohol:

“No possession, consumption or provision of drugs, alcohol or other intoxicating substances on company’s premises, onshore and offshore!”

Disciplinary Procedures:

- Possession, using or selling drugs, alcohol or other intoxicating substances are considered to be serious offences warranting dismissal.

Implementation and Review:

- This policy will take immediate effect.
- The HSE management will monitor and update the policy in accordance with legislation.

Borkum/Neumünster, 5th November 2020

Managing Director

