

## HSEQ

Health, Safety, Environmental & Quality System

### Drug & Alcohol policy.

Procedure:	Document no.: HS P 002 – 04 2016	Prepared by: MOP	Approved by: CEO
Version no.: 002	File name: Drug & Alcohol Policy	Valid from: 19-04-2016	Page1 af 2

1. Safety of our employees, partners and contractors remain at the core of the way we conduct our operations in WECO Shipping. We consider safe and effective operations an absolutely necessary way of operating, and we are fully committed to working in an incident free workspace where everyone involved in our operations remains safe and is not exposed to unnecessary risks.

The abuse and use of drugs & alcohol in the work place poses an unacceptable risk to operations and the persons involved. Weco Shipping has therefore established a **“Zero Tolerance Policy”** for all shore work sites, all vessels and all offices working for Weco Shipping.

All work sites, vessels and offices are to be free of any illegal drugs. All employees, contractors and subcontractors working for Weco Shipping are prohibited to be under the influence of drugs of any kind at any Weco Shipping work site and when travelling on behalf of Weco Shipping. Employees may use medically prescribed and “over the counter” drugs as long as they do not influence the ability to work and travel safely.

All work sites, vessels and offices are to be considered alcohol free. All employees, contractors and subcontractors are prohibited to be under the influence of alcohol during working hours on any work sites for Weco Shipping. Vessel masters and office managers are permitted to have a limited amount of alcohol for representative purposes only.

The goal of Weco Shipping is to maintain a workplace free of drug & alcohol abuse. Should suspicion arise, Weco Shipping has the option to perform planned or random drug and/or alcohol testing on employees, contractors and sub-contractors.

It is important to notice that Weco Shipping offers treatment for employees who have an addiction to drugs or alcohol and employees may be required to undergo medical examinations resulting in medical treatment.

Being under the influence of drugs or alcohol at any Weco Shipping work site is strictly prohibited and may result in immediate and permanent dismissal.

Office managers and vessels masters are allowed to use alcohol in connection with special occasions when approved by senior management.

Rungsted Kyst, 19 Apr 2016

Johnny Schmølker

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