

The DUC Marine Group "Policy on Alcohol and Drugs" is in place to ensure the health, safety and welfare of all its Employees, Sub-Contractors and Customers.

Alcohol and drug consumption/dependency affects individual health and work performance in terms of safety, efficiency, productivity and attendance. All personnel are to ensure that their performance or ability to carry out their activities at work safely and competently, is not impaired in any way at all times.

In addition to Employees / all other Contractors and persons working for, or on behalf of the company, or personnel visiting the premises of the company are required to be aware of and comply with this Policy.

DUC Marine Group recognizes the need to take measures to address the issue of alcohol and drugs consumption / dependency in the workplace and has a zero-tolerance approach to both Alcohol and drugs at all times.

This statement includes using, selling, possessing, transferring, manufacturing or storing of an illicit drug.

Non-compliance to this policy will be deemed gross misconduct resulting in disciplinary sanctions, including immediate termination.

This policy covers normal daily work activity / scheduled and agreed duty cover, either at home or elsewhere for the duration of the periods of duty, emergency call outs, travelling to and from work as well as rest periods.

Also outside normal working hours all personnel are expected to take a responsible attitude to alcohol and drugs. Employees / Sub-Contractors should bear in mind that they are representing the Company and must not do anything to jeopardize its reputation.

The company is entitled to carry out random alcohol and drug testing of employees and contractors throughout the contract period. These tests will be carried out without notice, any person failing or refusing the test will be stood down from duty immediately, pending disciplinary procedures. All information gathered will be treated confidentially and filed at the company's head office in involved persons record.



Henk Kapitein,
CEO DUC Marine Group

urh 03-01-2019

Place & date: