

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.

DUC Marine Group and subcontractor's employees shall abide by this policy. Any person violating this policy shall be removed from premises and may be denied future access to them. In addition, DUC Marine Group may suspend work or, in repeated or serious situations, terminate a contract as a result of violation of this policy. In appropriate cases, local law enforcement agencies may be advised of violations.

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.

Any person taking prescribed medications shall notify the project manager/ master on site/ on board who will assess the person's fitness for the job.

Unless prohibited by applicable law, without prior announcement, and at any time, DUC Marine Group may carry out reasonable searches of individuals and their personal effects when entering premises, while on premises and when leaving DUC Marine Group premises. DUC Marine Group may require subcontractor to search its employees.

Entry onto the DUC Marine Group premises constitutes consent to a search of the person and his/ her personal effects, including, without limitation, packages, briefcases, purses, lunch boxes and vehicle, or any office, locker, closet or desk. An individual may elect to decline to cooperate; however, refusal to cooperate shall be cause for not allowing that individual on premises of the DUC Marine Group

Unless prohibited by applicable law, DUC Marine Group may conduct a controlled substance and/ or alcohol test on any of its employees or subcontractor's employees while on DUC Marine Group premises, engaged in DUC Marine Group business, or operating DUC Marine Group equipment. Prior written consent shall be obtained from any person who is to be tested.

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

uek 03-01-2020.
Place & date