

DRUG AND ALCOHOL POLICY

The use of drugs or alcohol in the workplace endangers not only the employee but also fellow employees and the public.

The *Work Health and Safety Act 2020* (Western Australia) formalises a duty of care of employers to ensure the health, safety and welfare of their employees and visitors to the workplace. It also provides that a duty of care is placed upon the employee to take reasonable action to ensure the safety and health of others and to co-operate with the employer to comply with this Act. The two Companies are committed to the following policy in regard to drugs and alcohol within Company premises and on Vessels to which Pilotage and Marine Services are provided.

DRUG AND ALCOHOL TESTING AT ANY WORKPLACE WHERE THE COMPANIES ARE OPERATING, MUST BE COMPLIED WITH, IF REQUESTED.

ALCOHOL

Personnel will adhere to the Client's site requirements for blood alcohol levels at all times; the exception will be if the Client site has not set such requirements in which case the following level must not be exceeded:

Personnel are to comply with a requirement for the concentration of alcohol in blood to be 0.00 grams of alcohol per 100 millilitres of blood whilst on duty and conducting Company activities.

This Policy will be strictly enforced at all times.

DRUGS

Personnel will not consume any drug that would impair their ability to perform Marine Services. Possession of recognised prescribed drugs may be permitted so long as they are part of medical treatment by a doctor. If any personnel are required to take prescribed drugs he/she will verify with their doctor that their performance at the workplace will not be adversely affected.

Personnel will advise the Company in writing, on doctor's advice, if a prescribed drug is likely to affect their performance to provide Marine Services and that they are unfit for that reason to perform Marine Services and will not provide these services until deemed fit for Marine operations.

Company personnel are strictly forbidden to sell, give away, deliver or use any drugs or narcotics when at Company property or while at a client's site. Personnel found to be using, in possession of or trafficking in illegal drugs or narcotics will be liable to instant dismissal. They are reminded of the possibility of criminal proceedings arising out of the use of, and trafficking in, illegal substances and the harsh penalties that the law provides for such offences.

ENDORSED BY THE COMPANY DIRECTORS:

Julian Thomas

Richard Cary

Date: 24 February 2023

VERSION: 14