



AQUARIS OFFSHORE SDN BHD

URINE, DRUGS AND ALCOHOL POLICY STATEMENT

It is Aquaris Offshore's policy to ensure that all employees and others personnel involved in its operations are working in a safe, healthy and drug & alcohol free environment.

Drugs and alcohol (D&A) will affect the workers' ability to work properly and can have serious adverse effect on safety, efficiency and productivity.

The company strictly prohibits; the use, possession or trafficking of illicit drugs; any person under the influence of drugs or alcohol from entering into Aquaris Offshore's premises and work location; any person from bringing drugs or alcohol into Aquaris Offshore's premises or work location.

The company reserves the right to:

Confiscate any alcohol and illicit drugs found on its premises; Search any personal belongings within the work location to carry out the objectives of this policy; Conduct random UDA (Urine Drug & Alcohol) test on those suspected of being under the influence of drugs or alcohol. Refusal to submit to the UDA (Urine Drug & Alcohol) test is violation of this policy.

Any person using or carrying a prescribed drug must first declare this to the Aquaris Offshore's Client representative (Doctors') before entering Aquaris Offshore's or Clients premises or work location. After consultation with the Aquaris Offshore's or clients appointed Doctor, the Doctor is empowered to decide if the prescribed drug can be taken into, and or consumed by the person while in the said location.

Every person on Aquaris Offshore's premises and work location is required to comply with this Policy Statement. Any person who violates this policy will be subject to disciplinary action (which may include termination of employment) and/or may be reported to the relevant government authorities.

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