



**GUERRINI MARINE
CONSTRUCTION**
Diving and Salvage



DRUG AND ALCOHOL POLICY

GMC recognises that the consumption of prohibited drugs and alcohol and other intoxicants can have a detrimental effect on the health and safety of individuals and co-workers.

All employees are expected to be in a suitable mental and physical condition to perform their duties in a satisfactory manner and to behave appropriately. They must also be in a fit condition at all times to be able to deal with any emergency situation, which may arise.

It is prohibited to be under the influence of alcohol and drugs during working hours. Alcohol consumption is strictly prohibited on work sites during working hours. However, it may be authorised, in moderation outside working hours, in compliance with local laws and regulations.

An individual test for drugs or alcohol may be decided by GMC, in compliance with local laws and regulations:

When an employee is obviously under the influence of alcohol or drugs ;
When an employee is involved in an accident.

With a view to preventing casualties, GMC reserves also the right, subject to local laws and regulations, to carry out:

An individual test on employees with a potentially sensitive job function, prior to the start of operations ;
Some random testing.

Where appropriate, GMC will assist individuals in dealing with drugs and alcohol-related issues.

Cape Town 13 January, 2011

SHEQ/GMC83/REV03

Adriano Guerrini
Chief Executive Officer

A handwritten signature in black ink, appearing to be 'A. Guerrini', written over a light blue wavy background.