

### Drugs and Alcohol Policy

#### **ZERO TOLERANCE**

#### **Purpose**

This policy has been developed in conjunction with the health and safety policy to produce a safe working environment for all those working for Coastworks Operations Ltd (CWOP) and any third-party personnel who encounter CWOP reducing the possibility of accidents occurring due to the effects of drugs and alcohol.

#### **Policy**

All personnel working for CWOP in either a full or part time basis are not permitted to be in possession, take or be under the influence of alcohol, drugs or other illicit/illegal substances. This includes but not limited to operating any vessels, vehicles or plant. It is also not permitted when living onboard or spending the night on any company owned premises.

It is an offence for a professional seafarer to be impaired by drink or drugs whilst on duty on board a vessel if they may be required to undertake emergency duties.

International maritime law states the legal limit for a skipper is a maximum of 25mg of alcohol for every 100ml of breath and 50mg alcohol in every 100ml of blood but CWOP operates a zero-tolerance policy. That means 0mg on breath and 0mg in blood.

Alcohol not only negatively effects a person's ability to carry out their job and the safety of others but will also have a serious detrimental effect to a person's survival to the cold. Alcohol speeds up the rate of body cooling, and thus increases the risk of hypothermia.

Any use of medicinal drugs that may have a detrimental affect on the ability of the employee to safely and effectively carry out their jobs must be reported to the Marine superintendent who will then consult with the employee and the directors as to the best course of action.

## **Non-Compliance**

Failure to comply with this policy will result in the instant termination of employment with CWOP. If any employee is suspected to be under the influence of alcohol/drugs while working for CWOP or operating any vessels, vehicles, or plant etc they are to be reported to the office which will result in their immediate removal from site and a on the spot alcohol/drug test being carried out.

## **Implementation**

All staff must adhere to and facilitate in the implementation of the policy.

When onboard a vessel the skipper is responsible for the enforcement of this policy and therefore must ensure that they lead by example. Crew to inform the office if the skipper is non-compliant.

If drugs or alcohol usage is not reported then those on board who witness any usage are complicit in breaking this policy and could be subject to a disciplinary. It is not about landing other people in trouble it is about the safety of the vessel and everyone onboard.

It is CWOP's prerogative to be able to carry out a drugs and alcohol tests at any time when the employee is at work without any prior notice.

**Signed:** Brian Young

**Position:** Director