



DRUGS AND ALCOHOL POLICY

As Managers of dynamically positioned and anchored semisubmersible floatels we provide offshore accommodation and operational services to oil platforms. This Policy applies to all activities and services provided by OOS International BV.

Being under the influence of alcohol or drugs can seriously impair an individual's judgment and reactions leading to an increased risk of accidents and injuries occurring.

The aim of this policy is to ensure the safety of ALL employees, workers and visitors by having clear rules in place regarding use and possession of alcohol and drugs, and to support those who have reported a problem with alcohol or drug dependence.

For the purpose of this policy, alcohol dependence is defined as:

"The habitual drinking of intoxicating liquor by an employee, whereby the employee's ability to perform his/her duties is impaired or his/her attendance at work is interfered with, or he/she endangers the safety of others"

Drugs dependence is defined as:

The habitual taking of drugs by an employee other than drugs prescribed as medication, whereby the employee's ability to perform his/her duties is impaired, or his/her attendance at work is interfered with, or he/she endangers the safety of others.

Policy:

No employee, worker or contractor shall:

- Report or try to report for work when unfit due to alcohol or drugs (whether illegal or not) or not to substance abuse.
- Be in the possession of alcohol or drugs in the workplace.
- Supply others with illegal drugs in the workplace.
- Consume alcohol and drugs or abuse any substance whilst at work.

Principles:

- All employees and workers will be treated consistently and fairly in line with this policy
- The rules on alcohol and drugs will be strictly enforced.
- Those who admit to having a problem with alcohol or drugs shall be fully supported by their line manager.
- Employees with an illness related to alcohol or drugs are encouraged to disclose his at the earliest opportunity to ensure support and help with treatment.
- All matters concerning alcohol and drugs shall be treated as confidential.

The Company's alcohol and drugs policy applies to all employees, workers and contractors. Misconduct in relation to alcohol and drugs will be dealt with in relation to disciplinary consequences.



The company's policy is that during working hours and at all times whilst on work premises employees must be FREE from the influence of drugs or alcohol. This will help to ensure the health and safety of employees and others with whom they come into contact, to maintain the efficient and effective operation of the business, and to ensure customers receive the service they require. For those reasons, the above policy and principles will be strictly enforced.

Endorsed by:

Leon Overdulve, CEO OOS International BV.

A handwritten signature in blue ink, appearing to read "Leon Overdulve", is written over a faint, light blue horizontal line.

Date: 27 July 2015