



DRUG AND ALCOHOL / GAMBLING POLICY

Objectives

The Management and staff of Vortex Offshore are responsible to uphold a safe and productive work environment, free from the adverse effects of Alcohol, Drugs, Controlled substance and Gambling.

Policy

Drugs and Alcohol

This policy is for the purpose of monitoring and compliance with work and safety rules. Therefore, it is the company's policy that any person impaired by the use of alcohol, drugs or controlled substance is prohibited from entering all company premises, managed facilities, and ships both ashore, dry docked and/or offshore. Additionally, the illegal and/or unauthorized distribution, manufacture, use or possession of alcohol, drugs and controlled substance is strictly prohibited while in company premises, managed facilities and ships.

This policy must be administered and enforced in accordance with applicable legislations and requirements. In the event of conflict between a provision of this policy and the applicable legislations, shall take precedence.

Without prior notice, the company reserves the right to conduct at any managed premises, facilities and ships both ashore, dry docked and offshore searches of personal effects, lockers, vehicles, and cabins, of any personnel subject to this policy and/or test of company person and any other personnel rendering services to the company (e.g. consultants, contractors and vendors etc.). Such searches and/or tests shall be conducted by authorized personnel in accordance with the company's testing procedure under, but not limited to the following

- **Post incident testing**
- **Random unannounced testing including reasonable suspicion/cause**

Exemptions to this policy include the use of prescription and over the counter drugs, provided that the user's direct superior is notified of the use and such prescription/OTC drugs does not affect the person's ability to perform his/her duties in a safe and productive manner.

Gambling

Personal disputes threaten the harmony of the Company's operation and for this reason, gambling in any form is prohibited.

All Vortex Offshore employees and other interested parties including sub-contractors, vendors, suppliers and visitors shall remain fully committed to achieve the objectives of **ZERO TOLERANCE** to this policy.

Dated : 01/04/2022
Edwin Westerhof
Managing Director

