



## Drugs and Alcohol Policy

GMS Management is committed to providing our customers with the highest level of service possible and aspires to become an organisation against which others strive to benchmark.

Our Drugs and Alcohol Policy and the principles defined in the Quality, Health, Safety and Environment Management System are mandatory at all levels of GMS and are adopted throughout our operations and activities.

The purpose of the Drugs and Alcohol Policy is to ensure the safety and awareness of employees and to ensure compliance with applicable legislation and regulations. The Drugs and Alcohol Policy is also intended to make personnel fully aware of the severe penalties that can be implemented where personnel fail to comply with the requirements of the Policy.

GMS is committed to conducting its business in a manner that protects the health and safety of its employees and contractors through the following principles:

**Drugs** - Illegal and non-prescription drugs are not permitted at any GMS work location regardless of whether the location is onshore or offshore. Anyone found to be in possession, or under the influence of drugs will be subject to termination and shall be reported to the relevant authorities as applicable.

All personnel working at GMS locations may be subject to search if they are suspected of being possession of drugs. Refusal by any employee to submit to a search may lead to disciplinary action up to and including termination. Contractors refusing to a search will be removed from company premises.

It is the responsibility of all employees taking any medication to report to their line Manager and present the prescribed medication for review. Personnel taking prescribed medication shall abide by the warnings and dosage instructions provided on the label of the medication or by the person prescribing the medication. Personnel taking prescription medication with any warning which may affect their ability to work must report to their line Manager prior to starting work.

**Alcohol** - Alcohol is not permitted at any GMS work location regardless of whether the location is onshore or offshore.

Anyone found to be under the influence of alcohol will be subject to termination. Contractors found to be under the influence of alcohol will be removed from company premises.

A handwritten signature in black ink, appearing to read 'Duncan Anderson', is written over the printed name.

Duncan Anderson

Chief Executive Officer

Date: 1<sup>st</sup> May 2009