



## SUBSTANCE ABUSE POLICY

### Objectives

The aim of MSI is to have all its employees free from any substances that may impair or hamper them in their performance at all times whilst executing company business. The dangerous environment in which offshore operations are conducted makes it imperative that employees and contractors of MSI obey the following statements that deal with drugs and alcohol:

### Drugs

Only medically prescribed and/or 'over the counter' drugs may be used, as long as they do not impair one's ability to work. The use of such drugs shall first be cleared by the line manager before the execution of any duty.

### Alcohol

No alcohol is to be used at work and while travelling to and from work. Any employee found to be inebriated during the execution of their work shall be summarily dismissed.

A blue ink signature of Sidney Bilski, consisting of a stylized 'S' and 'B' followed by 'ilski'.

Sidney Bilski  
Director

A blue ink signature of Bruce Spolander, featuring a large, looping 'S' and 'B' followed by 'polander'.

Bruce Spolander  
Director

A blue ink signature of Stefan Stimson, with a stylized 'S' and 'Stimson'.

Stefan Stimson  
Director

Revised July 2011