



**FORESIGHT OFFSHORE DRILLING
LIMITED S.A.**

Doc. No: D&APL-02

Rev. No.: 00-18

Date: 01.01.2018

DRUG & ALCOHOL POLICY

This policy applies to all employees who may seek employment with *Foresight Offshore Drilling Limited S.A.* or on visit to the Company's managed or operated Rigs and its premises.

The goal for developing a drug and alcohol policy in the work environment is to prevent and reduce harm associated with people being impaired by drugs or alcohol at work. It must not be forgotten that a Rig is a very complex system which always require efficient personnel ready for all eventualities.

The Company deems it important therefore to establish that:

- a) Possession, use, distribution or sale of alcohol and drugs by its employees on board or on company premises is strictly prohibited and is grounds for immediate cause of dismissal.
- b) Being unfit for work because of drugs or alcoholic beverages is strictly prohibited and is grounds for immediate dismissal.
- c) The Company will not authorize the employment of any persons who are users of or have a recent record of alcohol abuse and the use of illegal drugs or have abused prescribed drugs. Any crewmember found in contravention of the Company's drug & alcohol policy will be instantly dismissed and handed over to the appropriate authorities for prosecution. The Company co-operates fully with public authorities in the criminal prosecution of anyone on board using or possessing illegal drugs or drug paraphernalia.
- d) Rig movers, office personnel, guests, contractors, vendors and any other person onboard shall be required to comply with the policy restrictions concerning use, possession, distribution and sale of alcohol and drugs and provisions regarding searches. Those who violate the policy shall be sent away from the rig and may be denied future access.
- e) Boarding the rig with blood alcohol content in excess of 0.04% is prohibited.
- f) All crewmembers are prohibited from bringing any alcohol or drugs from ashore for consumption on board any Foresight Offshore Drilling managed or operated rigs.

The Offshore Installation Manager is responsible for implementation and compliance of this policy onboard the rig.

Vice President - Drilling

Date: 01.01.2018