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It is the E.S.T Engineering Ship Technology Pte Ltd policy to prohibit the availability and the use of alcohol and of non-prescribed drugs by employees on its property or as part of any of its activities.

Any of the following actions constitutes a violation of the Policy and may subject an employee to disciplinary action including immediate termination:

- Using, selling, purchasing, transferring, possessing, manufacturing, or storing an illegal drug or attempting or assisting another to do so, while in the course of employment, on premises, in owned, leased, or rented vehicles, or on business.
- Working or reporting to work, conducting company business or being on premises or in a company-owned, leased or rented vehicle while under the influence of an illegal drug, alcohol or in an impaired condition.

Preventive Acts:

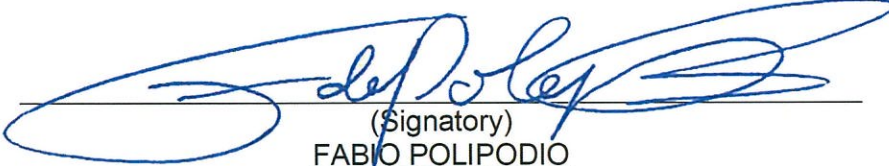
- Employees taking drugs prescribed by an attending physician must advise their direct supervisor in writing of the possible effects of such medication regarding their job performance and physical/mental capabilities. This written information must be kept confidential and communicated to the direct supervisor prior to the employee commencing work. All medical information will be kept confidential and the employer, without exception, will punish any breach of privacy and confidentiality in this regard.
- Any employee involved in a work-related accident where alcohol or drugs are believed to be a contributing factor will be referred to Operation Assistant in addition to any other accident investigation activities.

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In support of this policy, E.S.T Engineering Ship Technology Pte Ltd:

- Will notify each employee that as a condition of employment each must abide by the terms of this policy.
- Will make every good-faith effort to continue to maintain a drug and alcohol-free worksites through implementation of this policy.

This policy applies to all employees and as evidence of responsibility for the involvement of every employee in controlling the safe use of alcohol and drugs in the workplace.



 (Signatory)
FABIO POLIPODIO
 Managing Director

January, the 1st 2017