

Drug and Alcohol Policy

Bower Offshore has **ZERO TOLERANCE** to drug or alcohol use in the workplace. Therefore, possession, consumption, distribution, or sale of alcohol and/or drugs in any form is strictly prohibited on the company managed vessels, shore bases and offices. By violating this, the employee may lend himself liable to summary dismissal/termination of employment, or other disciplinary actions.

“On board vessels” - is additionally defined as:

- The entire length of any given sailing period on a vessel - from signing on until signing off.
- Applies equally to those on temporary contracts, permanent rotation, and permanent employees on temporary relief trips on another vessel than one's regular vessel. All complaints of discrimination and/or harassment will be dealt with by Bower Offshore in a timely manner and all related details will remain highly confidential.

On-signers shall not consume any alcohol later than 8 hours prior to signing on the vessel or be under influence of alcohol or drugs when signing on.

Any employee traveling on Company cost or representing the Company shall behave in a decent and honourable way.

Employees that, due to drugs and/or alcohol, will lend themselves liable to disciplinary reactions, ranging from (and not limited to) cover of all additional cost for the Company to dismissal/termination of employment. Some examples are:

- Display behaviour that may cause an individual to be denied use of public transport, including airlines.
- Deliberately or negligently fail to return to the vessel at the expected time.
- Deliberately or negligently fail to use planned travel arrangements.
- Do not attend or is not able to follow curriculum of planned training sessions.
- Do not attend/follow planned meetings (internally/externally)
- Act in a manner that may damage the Company's reputation.

The Company reserves the right to carry out unscheduled inspections to detect the presence of alcohol and/or drugs on vessels managed by Company, shore bases and offices.

Any employee involved in an incident may undergo alcohol and drug testing. Similarly, testing may be carried out for any reasonable cause or suspicion should any employee demonstrate suspicious and/or dangerous behaviour individually or involving others.

Alcohol and drug testing will be performed either by trained Company personnel or at a subcontracted medical facility and any confirmed positive results can lead to termination of employment for professional misconduct.

Responsibility and accountability

The Chief Executive Officer is obliged to enact this policy under the directive of the Board of Directors

Management at all levels is obligated to secure the success of the Policy by ensuring the necessary resources are both supplied and readily available at all levels of the organization.

This policy applies to all Bower Offshore units and is to be displayed on all vessels and shore facilities under the management of Bower Offshore.



Karl-Johan Bakken
Chief Executive Officer