



Drug & Alcohol Policy

PURPOSE

This document advises our employees what we at MScience expect of them in relation to maintaining a safe working environment with respect to the use of drugs.

USAGE

This policy must be read and understood by all employees and direct subcontractors of MScience. It will be distributed to all employees when they join the company.

What we mean by drugs - We follow an operational definition where this means anything you introduce into your body that alters your judgement, dexterity or reflexes.

THE POLICY

1. We make no moral judgement about drugs we just believe they are not compatible with our work.
2. You must not come to work affected by drugs such that you can't do your job safely or effectively.
3. Work at sea, especially diving, does not mix with drugs. You must not present for diving if you are affected by drugs. This includes a large number of drugs you obtain legally at a chemist – if these affect your responses or your airways – you must not dive.
4. Our clients have an expectation that when you are in the field you will be able to pass a drug & alcohol screen at all times. We also expect this of you. This means you must not have detectable levels of any drug (including alcohol) when you present for field work.
5. You must expect to be tested in the field or before you go to the field.
6. You will not be penalized if you notify us that you can't go on a job because you may not be able to meet the standard we expect. Should this happen frequently or immediately prior to a field trip leaving we will need to discuss a solution.
7. If you fail a drug test in the field for any reason, you will not be paid for that day or the travel time getting there and back. This is your responsibility.
8. Many drugs will stay in your system a long time and will cause you to fail the test even though you feel OK. It's up to you to ensure that this doesn't happen.
9. Alcohol may not be consumed while working on this project, even after working hours.
10. If you think you cannot meet these requirements we should discuss if we can find a solution that helps both of us.

A handwritten signature in black ink, appearing to read "Chris Stoddart".

Chris Stoddart, Director, January 2017.

A handwritten signature in black ink, appearing to read "Sam Stoddart".

Sam Stoddart, Director, January 2017.