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	<b>TMSB-105</b>	Revision	01
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	<b>DRUG &amp; ALCOHOL POLICY</b>	Print	26/7/2023

**T.A.G MARINE SDN BHD (TMSB)** is committed to provide a safe and conducive working environment for all employees, contractors and visitors.

Drugs and Alcohol Abuse, and the the effects of such abuse, is a significant social problem. Recognizing the potentially serious impact of marine incidents, and the liabilities arising from them, in order to properly exercise management responsibilities and in view of increasing governmental legislation and commercial stipulations relation to the effects of Alcohol and Drugs Abuse in the marine industry, **TMSB** recognizes that there must be a clear written Policy on Drug and Alcohol Abuse is easily understood by all personnel.

## POLICY

The following fundamental principles regarding drugs and alcohol shall be enforced:

1. No person shall, whilst at work or before proceeding to work is impaired by drug and/ or alcohol. All employees of **TMSB** may be subject to testing and screening for drugs and/ or alcohol abuse during routine medical examinations.  
They may also be tested:
  - Following any incident or accident.
  - When an individual's behaviour gives rise to suspicion of impairment.
  - When required by law/ authorities/ Organization Management.
  - Upon receipt of a customer complaint.
  - When required, as a policy, of any of our customers.
2. **TMSB** defines alcohol "impairment" as having a blood alcohol content of 35mg/100ml or greater. The misuse of legitimate drugs, or the use, possession of illicit or un-prescribed controlled drugs is strictly prohibited. Additionally, any use of controlled substances which causes or contribute unsafe, unacceptable or unusual job performance is also prohibited.
3. Full co-operation will be given to relevant authorities in the criminal prosecution of anyone using, possessing or smuggling illegal drugs or drugs paraphernalia.
4. The Company strictly prohibits the use, making, sale, purchase, transfer, distribution, consumption, or possession of drugs or alcohol on company property. To this end, the Company reserves the right to conduct searches for drugs or alcohol, including, but not limited to, searches of boats, lockers, filing cabinets, desks, packages, etc. which are on company property or in a company facility.

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Any drugs or alcohol found as a result of such a search will be confiscated and the occupant or user of the object searched will be subject to disciplinary action, up to and including termination of employment.

### **Policy on the consumption of alcohol**

1. Personnel must abstain from consuming AT LEAST 12 HOURS PRIOR to proceeding to work/ commencing work/ work related attendance.

**TMSB will carry out random and unannounced drug & alcohol test.**  
**All employees, contractors and visitors will be required to comply with this policy.**  
**Anyone who fails to observe this Policy will be removed from the vessel and denied future access or re-employment.**