



## Alcohol & Drugs in the Workplace Policy

B-4 Engineering & Diving is committed to providing a safe workplace for our employees, subcontractors, suppliers, clients and associated stakeholders. For this reason, it is our objective to maintain a work environment in which the safety and the optimum performance of employees is not adversely affected by the use of alcohol or other drugs.

Under all Occupational Health and Safety Acts, B-4 Engineering & Diving has an obligation to provide a safe working environment. As such, employees, subcontractors, suppliers, clients and associated stakeholders engaged on a workplace controlled by B-4 Engineering & Diving are not to be under the influence of alcohol or drugs during working hours and must at all times carry out their duties and responsibilities in a safe manner.

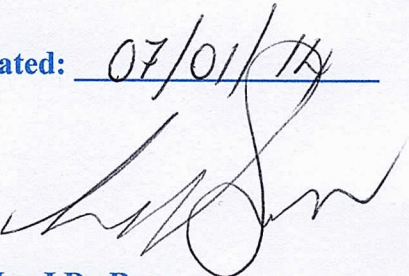
Where applicable, B-4 Engineering & Diving will also comply with the requirements of a client or principal contractor's alcohol and drug policy and fitness for work program.

Employees, subcontractors, suppliers, clients and associated stakeholders who arrive at a B-4 Engineering & Diving workplace under the influence of alcohol or drugs will be considered unfit for work. If you are taking prescription medicine that may have an adverse effect when working, driving or operating machinery or that may be detected during a random drug and alcohol test, you are required to notify the relevant B-4 Engineering & Diving supervisor.

Please note that B-4 Engineering & Diving reserves the right to introduce drug and alcohol testing for employees on a random or with cause basis.

Any breach of the above policy will be viewed as serious misconduct with grounds for disciplinary action and may result in immediate dismissal.

Dated: 07/01/14

  
Mrs J De Beer  
CEO  
B-4 Engineering & Diving