



Drugs and Alcohol Policy

Swiber has recognised the risks involved when the effects of drugs and alcohol are present in the workplace and has adopted the "**Zero-Tolerance**" policy for unauthorised drugs or alcohol on company premises.

On the basis of our wish to **Cause No Harm** to anyone or anything, no person will be permitted to enter any company work location if they are under the influence of alcohol, illegal drugs or improperly utilised medical drug. The company reserves the right to perform drug and alcohol testing at any time.

Entry into any work location is conditional upon the company's right to search personnel and their belongings for contraband items. Searches may be conducted by authorised personnel in a private and in as discreet a manner as possible.

Possession or use of any of the above contraband items, failure to consent to a drug and alcohol test, failure to consent to inspection of person and personal belongings, is grounds for immediate termination.

A handwritten signature in black ink, appearing to read "Raymond Goh", written over a horizontal line.

Raymond Goh
CEO

28/July/2008
Date



Cause No Harm