

DRUGS AND ALCOHOL POLICY

Marsol Worldwide Limited controlled workplaces are a drug-free workplace. The purpose of this policy is to ensure the safety of all employees and to promote productivity. This policy applies to all employees, contractors, temporary workers and visitors. Substances covered under this policy include alcohol, illegal drugs and inhalants.

Abuse of drugs, alcohol and other substances presents a danger to the individual, to others and can seriously undermine operational efficiency and productivity. It is, therefore, in the best interest of all that every employee properly contributes in maintaining a safe, healthy and productive working environment by fully participating in the successful implementation of the Company's Drug and Alcohol Policy.

While the Drug and Alcohol Policy of this Company specifically refers to drugs and alcohol, it should be interpreted to apply to all forms of substance abuse.

ALL EMPLOYEES WORKING FOR THE COMPANY MUST COMPLY WITH AND ACCEPT THE FOLLOWING:

Possession, consumption, distribution or sale of alcoholic beverages on Company premises or on board Company vessels is strictly forbidden, and is cause for serious disciplinary action against the individual(s) concerned.

The misuse of drugs or the use, possession or sale of unlawful or non-prescribed drugs on Company premises and on board Company vessels is strictly forbidden, and is cause for serious disciplinary action against the individual(s) concerned.

The use of prescription drugs for purposes other than what they were prescribed for, or by persons for whom they were not prescribed by a competent medical practitioner, on Company premises and on board Company vessels is strictly forbidden, and is cause for serious disciplinary action against the individual(s) concerned.

MARSOL WORLDWIDE LIMITED reserves the right to conduct unannounced searches for drugs and alcohol on its owned or controlled property, shore-based or afloat.

MARSOL WORLDWIDE LIMITED may require potential employees to undergo drug and alcohol testing during pre-employment medical checks.

MARSOL WORLDWIDE LIMITED reserves the right to require employees to be submitted to drug and alcohol testing, where the use of drugs or alcohol on Company premises ashore or afloat is suspected.

At no time will any officer or rating on board a company vessel be allowed to perform any duty while under the influence of drugs or alcohol.

COMPLAINT PROCEDURE

Persons observing a violation of this policy should bring it to the attention of their supervisor. All complaints received will be investigated as confidentially as possible. All personnel are expected to cooperate fully with any such investigation.

Violations of this policy may result in disciplinary action.

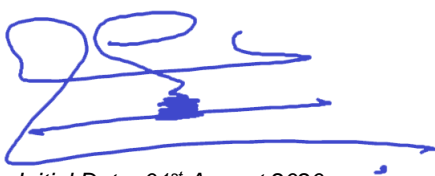
ANTI-RETALIATION POLICY

Retaliation against individuals for reporting violations of this policy or for exercising their rights under the law will not be tolerated. If you believe you are being retaliated against, immediately report it to QHSE Manager or DPA/ CSO.

This policy is subject to review during annual management review meeting.

Alcohol in the blood should never exceed ZERO PERCENT.

Amer Abuobead
CEO



Initial Date: 01st August 2020

Last Review Dated: 01st September 2020

Current Review Date: 01st October 2020
Rev 0