

Magseis Drug and Alcohol policy statement

We recognise that individuals under the influence of drugs or alcohol at work will put themselves and others at risk. We therefore operate a zero tolerance policy to both drugs and alcohol in order to fulfil our legal and moral responsibility to provide a safe and healthy working environment.

We strive to:

1. Employees, visitors and third parties shall not report for work duties or services, or visit a site or workplace under the influence of drugs or alcohol (legal or illegal, including prescribed and over the counter medication).
2. It is strictly forbidden to consume or have in possession alcohol, drugs or narcotics at any company operated vessel or worksite.
3. Magseis reserve the right to conduct screening, testing and searches. These can be pre-employment, random or with cause.
4. Any individual failing a test or otherwise in breach of this policy will refused access to the site and be subject to disciplinary action up to and including dismissal.
5. Refusal to submit to a test or search will be considered a breach of this policy and subject to disciplinary action up to and including dismissal.
6. Testing for drugs or alcohol may involve taking breath, urine or blood samples.
7. Employees have a duty to intervene if they have reason to believe that a colleague or other individual may be under the influence of alcohol or drugs.
8. Individuals shall inform their manager immediately if they are taking any type of prescription or over the counter medication that could affect their safety on site and/or ability to work safely.
9. Managers will endeavour to positively and confidentially support employees who declare a drug or alcohol problem prior to breach of this policy.
10. Magseis require contractors to have Drug and Alcohol policies and testing procedures in place equivalent to those contained herein.



Idar Horstad
CEO