



شركة إتحاد المقاولين (للهندسة والتشييد) ش.م.ل.
Consolidated Contractors Company
(Underwater Engineering) S.A.L.
ALCOHOL AND DRUGS POLICY

CCC (UE) is determined to provide a safe and healthy working environment. It recognises that this can be put at risk by those who misuse alcohol or drugs which may affect their health, performance, conduct and relationships at work

Drugs Policy

Any employee found in possession of any illegal substances whether for his own use or for sale or distribution to others, shall be dismissed and if in the opinion of the company there is sufficient evidence for criminal charges to be laid, action will be taken in accordance with the UAE Federal Law.

"Illegal Substance" includes all such chemicals or drugs, which include depressants, stimulants, hallucinogens or delirants and drugs known as "legal highs". Chemicals or drugs gained by illegal prescription or using someone else's prescription will also be classed as illegal substances.

It is the responsibility of all employees, who for medical reasons are receiving treatment in the form of prescription drugs, or other medication taken on medical advice, to inform his supervisor of this situation including evidence of the relevant doctor's prescription and the length of treatment. When joining a Vessel or installation all personnel must also declare any prescription medication to the assigned Medic or Doctor and complete the Medical Declaration form.

Divers must declare the use of any drugs or medication to their Diving Supervisor and/or Superintendent, whether prescription or otherwise, so that an informed decision can be made regarding their ability to dive or to be subjected to pressure.

It is the duty of all personnel to ensure that medication they carry is legal in the country of destination, many medications which are legal in one country are banned in others and carrying a prescription will not excuse ignorance of the law.

Alcohol Policy

Alcoholic drinks are served in licensed hotels and clubs in the UAE, but it is a punishable offence to drink, or to be under the influence of alcohol, in public. Drinking in some states and countries is prohibited by law and personnel who break these laws while working for CCC UWE SAL will have their employment terminated. Evidence will be handed to the authorities if required to support a prosecution.

Any company employee found to be under the influence of alcohol when reporting for work will be subject to immediate dismissal, as will any company employee found in possession of alcohol, or under the influence of alcohol whilst on the job site. This includes off-duty periods on a vessel. All worksites have alcohol breath test systems available which will be used for random testing and in case there is any suspicion of alcohol intoxication, a zero-tolerance approach will be taken towards offenders.

All personnel joining or leaving the vessel will be subject to a baggage search and refusal to comply with the search will lead to removal from the vessel and termination of employment. Refusal while signing off may lead to handover of the worker and baggage to the local authorities for further investigation.

Note that the term "job site" is taken to include travel to and from the job site.

RESPONSIBILITY & IMPLEMENTATION OF THE POLICY

Ultimate responsibility for the successful implementation of this policy remains with the General Manager and the top level of Senior Management. CCC UWE SAL shall communicate the QHSE policy to every employee and display it in prominent locations.

Mohamed El-Hendi
Managing Director

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Page 1 of 1