

## **TEA-002a Policy Statement Fit for Duty**

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### **Policy Statement Fit for Duty**

Our Safety, Health and Environmental Policy states that all employees must execute their work safely and under healthy conditions.

To execute the work safely, the employee must be fit for duty. The use of alcohol or drugs has a negative effect on the fitness of people and therefore the safety of these people, and others who may be directly affected by their actions.

Unless local regulations or client requirements dictates otherwise, Torque allows the moderate and sensible consumption of alcohol while the employee is off duty. It is the employee's own responsibility to be fit for duty when arriving at work for the next shift.

Employees who work and live on board a vessel must keep in mind that, whenever an emergency situation occurs, they must be fit to perform emergency duties.

Torque follows the recommendations and guidelines for the use of alcohol as a maximum of 0.05% blood alcohol level or 0.25 mg/l alcohol in the breath.

The use and possession of drugs (other than medication under prescription) is forbidden.

People who are under the influence of alcohol or drugs are not permitted to perform their duties and will be subject to disciplinary action.

Torque considers dependency on alcohol or drugs as an illness and will assist in the process of becoming fit for duty again.

In the process of preventing abuse of alcohol or drugs, Torque reserves the right to perform testing. This can be done at random, or if there is suspicion of misuse.

Board of Management