

## DRUG AND ALCOHOL POLICY

### OBJECTIVE

**McGregor GeoScience Limited** strives to eliminate the illegal use or possession of all drugs and alcohol in all our workspaces. McGregor is committed to the safety and well-being of all persons and acknowledges that the use of alcohol and drugs including prescribed medications can have serious negative consequences on productivity and more importantly on the health and safety of all employees, the general public as well as the environment. All McGregor operations will have a zero tolerance policy concerning the possession and or use of alcohol or drugs other than approved prescription medications.

### APPLICATION

This policy supersedes all previous drug and alcohol policies and guidelines issued by McGregor GeoScience management and applies to all McGregor employees and contract employees, freelance contract employees, third party contractors and subcontractors while they are engaged in McGregor company business, working in/on McGregor's or McGregor client's premises, operating company vehicles and or operating/maintaining company equipment or machinery.

Violation of this policy will be grounds for disciplinary action ranging from verbal/written reprimand to termination of employment. A copy of this policy can be found in the McGregor GeoScience Limited Employee Policy Handbook and is to be reviewed and signed off by all persons prior to performance of work for McGregor.

### RULES OF CONDUCT

The possession, use, distribution or sale of illegal drugs or drug paraphernalia is strictly prohibited while on any McGregor business or premises including remote work sites and client premises.

The consumption, possession, sale or distribution of any alcoholic beverage or mixture is prohibited while present on any McGregor premises including client premises or worksite(s). No exceptions apply when working, on drill rigs/vessels, seismic vessels, supply vessels, helicopters/heliports, shore base, docks, warehouses, or related workplace areas.

Limited exception may be granted to accommodate management and or client approved use of alcohol in social settings if host provided responsible practices are followed including provision of designated drivers or public transportation.

### IMPLEMENTATION AND TESTING

The use of any approved prescription drugs must be disclosed to McGregor management personnel at time of employment and must be disclosed to the attending physician during company requested marine work fitness medicals. Legally prescribed medications only are excluded from this policy and permitted to the extent that the use of such medications does not adversely affect your work ability, job performance, or the safety of yourself or others.

All employees may be requested to have a drug and alcohol screening test under the following conditions:

As a condition of employment at McGregor.

Random Testing

Reasonable Suspicion

Post Accident/Incident

Client Requirements

Further information on the implementation of this policy can be found in the McGregor GeoScience Drug and Alcohol Testing Procedure.

All aspects of this policy apply to any third party individual or contractor working for McGregor GeoScience Limited. All persons working for McGregor GeoScience will be required to read, understand and sign off on this policy statement. Failure of any party to sign off on this policy or to meet the obligations of this policy will be considered a breach of the policy and will result in appropriate corrective action up to and including dismissal.

The following Documents are referenced in this policy:

Reference	Title
	Drug and Alcohol Testing Procedure

A handwritten signature in black ink, appearing to read 'Rick Hunter'.

Rick Hunter  
General Manager

Date: Mar 01 2012

I hereby acknowledge that I have received a copy of the McGregor GeoScience Limited Drug and Alcohol Policy along with the Drug and Alcohol Testing Procedure and acknowledge that I accept the terms and conditions of this policy as per my signature below.

Date: \_\_\_\_\_

Name: (print) \_\_\_\_\_

Signature: \_\_\_\_\_

Witness: \_\_\_\_\_