



Owner / Operator of Barges & Offshore Vessels
ABN NO: 80 072 693 639

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|---------------------------|---|--------------------------------|----------------------|-------------|
| Australia Marine Services | DRUGS, ALCOHOL AND GAMBLING POLICY | | | |
| | Authorised by: CEO | Date of Issue: 01 / 07 / 09 | Rev: 1.5 29/05/13 | Page 1 of 1 |

DRUGS, ALCOHOL & GAMBLING POLICY

Australia Marine Services Pty Ltd's (A.M.S. Tugs & Barges) Drugs, Alcohol and Gambling Policy apply to all personnel who may sail on or visit the Company's vessels.

DRUGS

A.M.S. Tugs & Barges maintains a strict **ZERO TOLERANCE** against the use of both illicit and/or prescribed medication not for their intended usage. The possession, distribution or sale of such illicit and/or un-prescribed controlled drugs ashore or onboard the ship by shore staff/crew members on leave is strictly prohibited and will not be tolerated under any circumstances.

The Company will not employ any persons who are users of or have a recent record of the use of illegal drugs or have abused the use of prescribed drugs. Any employee found in contravention of the Company's drug policy will be instantly dismissed and handed over to the appropriate authorities for prosecution.

ALCOHOL

The vessels are employed in hazardous environments and primary concern is with the safety of all personnel, the vessel and the protection of the environment.

For this reason, on-board all vessels, a strict **ZERO TOLERANCE** to alcohol consumption by personnel and visitors is enforced. Alcohol is strictly not allowed aboard any vessel under any circumstances and any employee found in contravention of this policy will undergo disciplinary actions.

GAMBLING

To ensure a professional working environment on-board our vessels; all personnel must co-operate fully with other personnel. Gambling more often causes personnel disputes to arise on-board, thus threatening the efficiency of the vessel's operation. It is for this reason that gambling in any form is forbidden.

**THE COMPANY HAS THE RIGHT AND WILL UNDERTAKE DISCIPLINARY ACTIONS
AGAINST ANYONE CONTRAVENING THE ABOVE REQUIREMENTS**




ALAN YEO
MANAGING DIRECTOR – A.M.S. Tugs & Barges



AUSTRALIA MARINE SERVICES PTY LTD – A.M.S. Tugs & Barges
A.M.S. Marine Hub – Unit 3 & 4 / 220 Star Street, Welshpool WA 6106 Australia
Phone: +61 (0) 8 9470 4739 FAX: +61 (0) 8 9470 4731
Email: AMS@a-m-s.net.au Web: <http://www.A-M-S.net.au>

