

Fitness for Work

The DOF Group has 'zero tolerance' to drugs and alcohol in the workplace.

The DOF Group has a duty of care to ensure that all individuals are "fit for work" whilst undertaking activities on the Group's behalf. Factors such as substance and alcohol abuse, fatigue, stress and illness impair personal performance and pose a risk to a safe working environment. The DOF Group has a 'zero tolerance' to drugs and alcohol in the workplace, meaning that DOF Group will not accept any content of alcohol or drugs in breath, urine or blood.

All employees and contractors;

- Have a duty to present themselves for work free from the influence of alcohol or drugs;
- Must not be in possession of, consume, distribute or sell illegal substances at any DOF Group worksite, owned or chartered vessel;
- Have a responsibility to ensure that substance abuse does not lead to safety problems effecting the enterprise, the workforce and the public at large;
- Must, in case of any doubt whether a person is impaired by drugs or alcohol, err on the side of caution and remove him/her from the work environment;
- Are required to report all incidents that are not in compliance with the Fitness for Work Policy.

The DOF Group shall;

- Prohibit employees or contractors embarking on vessels or attending worksites when under the influence of drugs or alcohol;
- Ensure work shifts are monitored and reviewed to address the potential for fatigue, especially among vessel staff engaged in shift work and that shift lengths are monitored to prevent excessive time working that can challenge our safety standard;
- Support and undertake any alcohol or drug testing program and search procedures, either self-imposed or implemented by its Clients;
- Provide appropriate levels of support through counseling, training, educational and rehabilitative measures to overcome Drug and Alcohol problems that could impair an employee's ability to work safely;
- Recognise the use of medically prescribed and/or "over the counter" drugs in therapeutic dosage as long as such drugs do not impair the ability to work and travel safely;
- Instigate disciplinary action against personnel who breach this Policy, including potential dismissal. Positive tests to be treated case by case, accordingly.

Responsibility and application

The Chief Executive Officer of the DOF Group is accountable to the Board of Directors for ensuring that this policy is implemented.

Management at all organisational levels within the DOF Group is responsible for ensuring the success of the Policy through the provision and availability of the necessary resources.

All DOF Group employees and subcontractors have an individual responsibility to ensure that they and their colleagues co-operate with the Group to achieve its quality objectives.

This policy applies to all DOF business units and operations.



Mons S. Aase
Chief Executive Officer