

# VBMS

## Substance Abuse Policy Statement

VBMS wants to be the best in class total solution provider in the renewable, electricity and oil & gas markets, by proactively approaching our clients with solutions and services which will help them to achieve their business goals.

VBMS realizes that substance abuse impairs the health, safety and productivity of our employees. Substance abuse problems result in unsafe working conditions for all employees, sub-contractors and customers.

VBMS is fully committed to ensure a healthy, safe, and productive work environment which is free of substance abuse. Therefore, VBMS has a ZERO Tolerance policy with respect to the use of illicit drugs or other controlled substances in the work environment.

Substance abuse problems in the context of this policy statement are defined as the behaviors resulting from the misuse of alcohol, illicit drugs or other controlled substances which harm or have the potential to harm the person's actions, other people and the environment.

Being under the influence of alcohol or an illicit drug, or in an impaired condition constitutes a violation of this Substance Abuse Policy, while:

- Working or reporting to work, or
- Conducting company business, or
- Being on company premises, or
- Driving in a company-owned, leased or rented vehicle
- Travelling to and from work arranged by, and costs paid by company

Consequently, employment will be terminated immediately; other disciplinary actions may be taken in addition to this.

The consequences apply as well when using, selling, purchasing, transferring, possessing, manufacturing, or storing an illicit drug or drug paraphernalia, or attempting or assisting another to do so.

The use by individuals of prescription drugs which are being used in the manner prescribed and is reported to Project Management is allowed as long it does not affect the individual's health, safety and productivity. All employees should be aware that traces of unauthorised drugs use can still be detected after a period longer then the mental or physical effects of the substance.

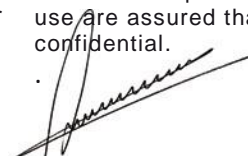
All employees must report substance abuse to his/her supervisor immediately.

Project Managers and (Barge) Masters of barges/ vessels are entitled to:

- Conduct Random Drug & Alcohol tests or conduct tests when there is reason for suspicion.
- Immediately remove a person from the vessel or work sites if there is reasonable suspicion that the person is under the influence of alcohol, illicit drugs or other substances.
- Inform the Employer about the action taken towards the person mentioned above.
- All employees are expected to recognize that problems related to alcohol and drug abuse or dependence is not an excuse for poor or unsafe performance.

VBMS recognizes that dependence on alcohol and/ or drugs can be successfully treated and encourages employees with substance dependence to assume ownership of gaining control over their dependence.

Employees seeking advice in respect to a (emerging) substance dependency or struggles with alcohol or drug use are assured that such information shall remain confidential.



Managing Director VBMS  
A. van Poppel  
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