

DRUG and ALCOHOL POLICY

Bluewhale Offshore shall adhere to the following core business principles:

The Company shall strive to ensure a safe and healthy work environment. Therefore, any person impaired by alcohol, controlled substance or prescription medication is prohibited from engaging in Company business, executing any activity on behalf of the Company or operating any Company equipment. Possession, consumption or trading of alcohol, control substances or prescription medication is strictly prohibited while acting on behalf of the Company and on any Company facility, onshore or offshore.

Exceptions

This policy does not apply to:

- The use of prescribed medication, as advised to the Company, provided these do not affect the person's ability to perform their duties in a safe and productive manner.
- The moderate and responsible consumption of alcohol on Company onshore premises or at Company business or social functions or in connection with business travel or entertainment, if local law and custom permit, and if allowed by and under the control of local Management.

Searches and Testing

The Company reserves the right to conduct the following verification measures:

- Searching of the personal effects, lockers, vehicles and quarters of any person subject to this policy.
- Testing of employees, agents and subcontractors.

Co-Operation

Anyone who refuses a search or test or is found in violation of this policy shall be subject to applicable lawful disciplinary action, up to and including contract termination and/or removal from Company facilities.

Wang Jianzhong
CEO Bluewhale Offshore PTE Ltd
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