DRUG AND ALCOHOL

POLICY

**Eastern Drilling** committed to providing a safe, healthy and productive workplace for all its employees and all others that have the potential to be impacted by our operation.

**Alcohol and Drugs** are not permitted on any **Eastern Drilling “Operation”.** Drug and alcohol abuse pts at risk a safe working environment. In the interests of all employees, contractors and visitors to Eastern Drilling operation under the influence of alcohol or other drugs.

**Eastern Drilling** operates a program of drug and alcohol testing for all employees that includes drug screening in the preemployment medical and random testing of employees suspected of being under the influence of alcohol or other drugs. Competent personnel, using only approved methods and equipment shall conducting testing.

Possession, selling or distributing of a prohibited drug or alcohol at a worksite or a person under the influence of a prohibited drug or alcohol at a worksite are examples of gross misconduct. Any employee who is involved in a drug or alcohol incident that is classified as “gross misconduct” will be asked to show a cause why they should not be instantly dismissed. Each case will be treated on an individual basis considering the circumstances of the incident, previous conduct involving drugs and past work history.

**Eastern Drilling** recognizes alcohol and drug dependency as a treatable condition and encourages employees with personal or other problems to seek appropriate treatment.

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Ficky Indrawan

Head of Operations

Approval date:

02 January 2021

