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Title: Alcohol and Illegal Drug Use Policy

TR Launay, Inc. has zero tolerance to illegal drug and alcohol use in the workplace. Therefore possession, consumption, distribution, or being under the influence of alcohol or illegal drugs in any form is strictly prohibited while on assignment. By violating this policy, the employee may lend themselves liable to summary dismissal, termination of employment or other disciplinary actions. TR Launay, Inc. implements and uses these policies and procedures to make sure that we are in compliance with International Marine Contractors Association (IMCA) guidelines. In addition, TR Launay, Inc. employees and subcontractors will adhere to and follow our customer and client policies and procedures while under contract and on assignment.

This policy applies to all persons employed by TR Launay, Inc. and to third party personnel and subcontractors engaged in work for the TR Launay, Inc.

- It is strictly forbidden to consume or have in possession alcohol and/or illegal drugs while on assignment.
- While on assignment, all employees and subcontractors may be subject to random drug and alcohol testing any place and at any time. Such tests will be carried out by independent personnel and analyzed by recognized laboratory facilities.
- The company reserves the right to carry out unscheduled inspections to detect the presence of alcohol or drugs while on assignment.
- Testing may be carried out after an incident, for any reasonable cause including but not limited to any employee or subcontractor demonstrating suspicious or dangerous behavior.
- Abuse of alcohol during periods of traveling to assignments, or when representing the Company, causing socially unacceptable behavior and damage to Company reputation, is prohibited and may result in disciplinary and other action by the Company.
- No alcohol shall be consumed less than eight hours before scheduled start of work.
- If a person refuses to submit to a search, to testing or is found to be violating this policy, they shall be subject to applicable, lawful disciplinary action, up to and including termination. Refusal of testing will be considered as a positive test result.

[Original Signed By]

Troy Launay
President, TR Launay, Inc.

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