

	Title Drug and Alcohol policy NORYARDS BMV		Doc.no. PR_02_5.3_03		Date : 19.01.2012 Done by: QHSE Dep.	
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Drug and alcohol policy

All employees of NORYARDS BMV are committed to act in a responsible manner in the use of drugs and alcohol. Use and influence of drugs and alcohol is strictly prohibited at our premises, or at any premises where we carry out work.

It is recognized that use of drugs, or misuse of alcohol or any drug substances can be a severe risk for safety and health. All employees are expected to be in clean condition in order to carry out their work in a secure and safe manner.

Following shall be known and followed:

- There shall not be any use or storage of drugs and alcohol at the premises.
- Use of drugs or alcohol off working hours which result in absence and reduced working capacity is not accepted.
- No employee shall meet at work affected by drugs and alcohol.
- Purchase, sale or any other form for trade and distribution of drugs and alcohol or any other drug related substance is strictly forbidden at BMV.
- BMV can without warning initiate drug and alcohol testing.
- BMV uses the AMU/AKAN committees and cooperates closely with the company health service in order to help any employee that should have drug and alcohol related problems. The company has procedures for actions and care taking of colleagues who misuse drugs and alcohol.

All NORYARDS BMV employees, hired personnel and employees from subcontractors working at our premises have a personal responsibility to follow this policy and to report any breach.

NORYARDS BMV

21.01.16

CEO

Pål Grimsrud

