

Please print and post at your vessel/facility for all employees to view

Fleet Memo #66: Alcohol and Drug policy

Recent alcohol related incidents within the fleet have caused TDI Management to re-enforce TDI Management's position and Company policies of **ZERO TOLERANCE** on Alcohol and Drug use while employed onboard TDI vessels. Any person, Marine crew or Technical, while employed onboard a TDI vessel or a TDI facility, will be prohibited from possessing or consuming alcohol or illicit drugs. Violation of the **ZERO TOLERANCE** policy will result in **IMMEDIATE** termination of employment with TDI-Brooks International, Inc.

As a Company, as Managers, as Professional Mariners, and Professional Survey / Technical staff, our policies are put in place for the safety of our employees, contractors, clients, and vessels. They will ALWAYS be adhered to.

The Master of the vessel has **Ultimate and Overriding authority** for the safety of the vessel and crew. If he/she feel that the safety of the vessel and/or crew is compromised, they have the authority to do what is necessary for the safety of the vessel and/or crew, which includes confining a person under the influence of drugs/alcohol to quarters, barring a person under the influence of drugs/alcohol from boarding the vessel, or terminating the employment of a person under the influence of drugs/alcohol. All TDI vessels have onboard testing kits for both drugs and alcohol in the event of "For Cause" testing. If an employee refuses a "For Cause" testing, their employment will be terminated immediately.

Your action items:

1. Conduct Safety Meeting with all onboard to review this Fleet Memorandum and SMM CH. 13 Section 2.0 and 6.0
2. Masters to review SMM Ch. 5
3. Record minutes and signatures. Send to DPA once complete.

If you have any questions, please email James Howell, HSE Director at jameshowell@tdi-bi.com.



Roy Robbins
DPA



James Howell
HSE Director