



Drug and Alcohol Policy July 2005

H.S.E., Quality, Service and Cost Management are of paramount importance to Special Consultants, Oilfield Rentals, Equipment Limited.

Our primary concern is to provide a safe and healthy work environment, which can be put at risk by those who misuse alcohol or drugs to such an extent that it would affect their health, performance, conduct and relationships at work. The use of alcohol is prohibited in all SCORE Limited workplaces. Drug abuse (legal or illegal drugs) can be a criminal offence with serious risk to the health and safety of the individual employee as well as to the general public in Trinidad and Tobago and globally.

SCORE Limited's Drug and Alcohol Policy is as follows and applies to all full-time, part-time and/or temporary employees working for SCORE Limited in Trinidad & Tobago and globally.

SCORE Limited policy states that the unauthorized introduction, possession or use of intoxicating beverages, illegal drugs, drug-related paraphernalia, narcotics, firearms, explosives, weapons or other hazardous substances is strictly prohibited on all our Company property. Impairment from any legal or illegal drug is strictly prohibited while on the Company's property or on any other location, the company is providing services to customers, and is grounds for termination. Being unfit for work because of use of drugs or alcohol is strictly prohibited and is grounds for termination of employment. This rule also applies when operating or traveling in company owned vehicles or personal vehicles being used to conduct Company business.

SCORE Limited will conduct testing on personnel deemed unfit to work. A positive test result or refusal to submit to a drug or alcohol test is grounds for disciplinary action, including up to termination.

The following rules must be followed:

- Do not come to work under the influence of alcohol or drugs.
- Do not bring any alcohol or non-prescription drugs onto company premises.
- Report any cases of consumption of alcohol on company premises.
- Ask your doctor or pharmacist about the side-effects of prescribed medications.
- Inform your supervisor if you are taking prescribed medication that could affect your ability to work. Inform your supervisor if you suspect a colleague is under the influence and can cause injury to themselves or others.
- Read and understand SCORE Medical Emergency Flowchart plan & H.S.E. Manual. Report any medical information to your supervisor that might be useful during a medical emergency.

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