DRUG & ALCOHOL POLICY

COMMITED TO

BUSINESS INTEGRITY

OUR EMPLOYEES

OUR CUSTOMERS

OUR SHAREHOLDERS

SOCIETY

TOTAL QUALITY

PERFORMANCE

ENVIRONMENT

H & S FOR ALL

Mermaid Technical & Training Services Ltd. (MTTS) is committed to the health, safety and welfare of all personnel, whether course participants or employees. To enable MTTS to comply with its policies as a responsible employer and educator, the Company states categorically that the abuse of drugs or alcohol by any manager, employee, trainer, subcontractor or course participant whilst under the care or direction of the Company will not be tolerated under any circumstances.

Being under control of the Company, driving a company vehicle or on company/client property whilst under the influence of drugs, alcohol or other substances shall be considered sufficient grounds for disciplinary action that may include summary removal from the premises without recourse.

The illicit use of legal drugs or the use, possession or distribution / sale of illegal drugs are a violation of the laws of Thailand. Therefore any person knowingly permitting the use or supply of any controlled and/or illicit drugs, or certain other activities to take place on our premises will be committing an offence and thereby subject to instant removal, without recourse. The Company will include involvement of the authorities if sufficient grounds exist.

- The use or possession of alcohol on company premises or on any MTTS premises or site is totally prohibited.
- The possession of dangerous weapons on company premises or sites is totally prohibited.

Any employee giving rise to reasonable suspicion of drug, alcohol or substance impairment whilst on company premises or on any worksite shall be liable for drug, alcohol or substance abuse testing at a laboratory or centre nominated by the company. Course participants may elect to undergo voluntary testing where evidence suggests abuse. Positive results of such testing shall be grounds for recovery of all costs, and in the case of coursed participants, removal from the course / premises.

Mark Shepherd
Operations Director

10th January 2006