



Drugs & Alcohol Policy Statement

GEM-HSSE-0012

The management of Gemini is committed to a working environment that is free of drugs, alcohol or any other intoxicating substances. In this environment Gemini wants to ensure sound judgment and responsible behaviour of employees, contractors and subcontractors involved directly or indirectly in Gemini operations. Gemini recognizes that alcohol or drugs abuse will impair people's ability to perform properly and will have serious adverse effects on the safety, efficiency, and productivity of employees, contractors and the company as a whole.

Therefore Gemini is committed to implementing the following:

The misuse of legitimate drugs or the use, possession, distribution, or sale of illicit or unlawful drugs or other intoxicating substances on Gemini sites is strictly prohibited and may be grounds for dismissal;

Possession, use, distribution, or sale of alcoholic beverages on Gemini sites is subject to the lowest possible defined restrictions and controls established through relevant procedures;

Being unfit for work because of use of (any) drug(s) and / or alcohol is strictly prohibited and may be grounds for immediate suspension followed by dismissal;

Gemini will conduct unannounced testing and searches for drugs and / or alcohol on sites under Gemini control when believed necessary;

Violation will result in immediate disciplinary action.

Effective enforcement of this policy relies on responsible behaviour and dedication of everyone involved. Gemini therefore is committed to raise its personnel's awareness with regards to use of drugs and alcohol in the working environment as well as in the private environment of their homes.