

DRUG & ALCOHOL POLICY

The Siem group of companies is committed to ensuring a safe workplace and meeting its occupational health and safety obligations. In order to meet this commitment, Siem has taken measures to ensure that individuals engaged on Company business are free from the possession, influence or negligent use of alcohol and drugs.

Intoxicating Substances

The abuse of legitimate drugs and the use, possession or sale of illicit or not prescribed controlled drugs is prohibited on board the vessels, as well as when conducting work for Siem ashore, inside or outside Company premises.

Consumption and/or possession of drug and alcohol on board Siem vessels are prohibited and will cause disciplinary actions. On board shall be understood as the time from leaving home in order to join the vessel and until leaving the vessel when signing off. This also includes, but is not limited to, time spent ashore during port stay.

All vessels managed by any of the Siem Companies are considered total-ban-vessels.

Testing / Control Measures

Each company in the group has entered into individual agreements with certified drug and alcohol testing companies, who will perform unannounced tests on each vessel at least once a year and otherwise upon request. Testing, control measures and handling of positive test results are further detailed in the Global Procedure PR-GL-020, "Instructions regarding Drug and Alcohol".

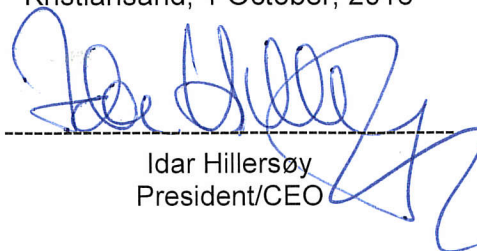
Accidents

In the event of an accident in which a Siem vessel is involved, such as collision, grounding, contact with fixed or loose object, or other irregular situation irrespective of the size of its material damage, all shipboard personnel on duty shall be required to immediately undergo an alcohol test. The result shall be recorded and the document will make part of the investigation documentation.

Compliance

Siem has zero tolerance for breaches of this policy. Contravention will be subject to disciplinary actions up to and including termination. All employees and sub-contractors are strictly required to adhere to this policy and guidelines as detailed in the document "Instructions regarding Drug and Alcohol".

Kristiansand, 1 October, 2016



Idar Hillersøy
President/CEO