

USE AND ABUSE OF ALCOHOL AND DRUGS POLICY

Rigworld International Services Limited (RWIS) is an upstream oil and gas service provider that offers labour and logistics services and has subsidiaries: **Rigworld Security Services (RSS)** into Security and **Oceanic Oilfield Supply and Engineering Services (OSES)** which is into logistics and supply of oilfield materials and Engineering Services.

RigWorld International Services Limited forbids the use/ consumption of Alcoholic Beverages and/ or Drugs, other than prescribed medications, at any of the company's facilities or worksites. Failure of any personnel and contractors to comply with this policy would result in removal from the facility or worksite and potentially lead to termination from employment and or contract.

Random testing for Alcohol/ Drug usage and/ or abuse may be carried out on personnel without prior notice. Any person refusing such testing may be removed from the facility or worksite and such shall be terminated from employment. Further, should an employee test positive to use and/ or abuse of Alcohol and/ or Drug, every employee within his/ her workgroup would be subjected to testing.

RigWorld International Services Limited operates a zero-tolerance in issues concerning Alcohol and/ or Drugs abuse by our employees.

Periodic searches will be carried out to ensure that this policy is strictly adhered to.



Managing Director

01/12/15

Date