



DRUG AND ALCOHOL POLICY

MEO is committed to maintaining a workplace that is free from the misuse of alcohol and drugs. The objective of MEO's drug and alcohol policy is to provide a framework for dealing with alcohol and drug related concerns in the workplace based upon the following principles:

- Zero tolerance for the misuse of alcohol, or prescribed or over the counter medications and the use of illegal or other drugs (e.g. synthetic marijuana) jeopardize job safety and performance, the well-being of employees and the public, the environment, and the company's reputation;
- The use of alcohol and illegal or other drugs and the misuse of medications by the company employees in the workplace are strictly prohibited and subject to disciplinary action up to and including dismissal for cause;
- The company recognizes that education, deterrence, and early intervention may help prevent alcohol and drug problems and dependencies, employees are encouraged to seek assistance from the Company's Health and Safety with respect to any drug or alcohol related problem or dependency;
- Illegal possession, distribution, or offer for sale of alcohol, illegal or other drugs, or drug paraphernalia, or medications on the company premises (including vessels) are strictly prohibited.

This policy applies to all employees working for the company in all work circumstances.

Diederik DeBoer
Director / Interim Chief Executive Officer
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