

Alcohol and Drugs Policy Statement

This "Alcohol and Drugs Policy Statement" supports the overall commitment of the Van Oord Company Policy. Van Oord realizes that the use of alcohol and drugs may result in an unsafe working environment for yourself, for other employees or persons working for or on behalf of Van Oord, and for our customers. More importantly, it is hazardous to the health of our employees.

It is for this reason that Van Oord is committed to maintaining a safe, healthy and productive work environment, which means a 'ZERO Tolerance' policy during work hours and on self-propelled seagoing/operational vessels regarding the use of alcohol and/or unauthorized drugs.

Alcohol and drug problems within the meaning of this policy are defined as:

'Behaviour resulting from the misuse of alcohol and/or unauthorised drugs or other controlled substances which harm or have the potential to harm the individual (both physically and mentally) and, through the individual's intended or unintended actions, other people and the environment'.

The company declares that any employee (including part-time and temporary employees or other persons working under the supervision of Van Oord) found using or being under the influence of alcohol and/or unauthorized drugs during working hours will be subject to disciplinary action. When the use/influence of alcohol and/or unauthorized drugs pose an imminent threat to the safety of persons or property, all employees **MUST** report evidence of abuse to a supervisor **IMMEDIATELY**.

The use of authorised medical drugs which have been prescribed to the employee and which are used in the manner prescribed are exempted from this policy, provided that the employee concerned has a doctor's certificate indicating the prescribed medicine. It is important to know that the use of such drugs does not affect work safety and it must be reported to the Company/Supervisor.

If an employee is found under the influence of alcohol and/or unauthorized drugs, or if there is a reasonable suspicion that the employee is under the influence of alcohol and/or unauthorized drugs, the Company is entitled, by way of its authorised personnel, to:

- perform an alcohol and/or drug test whenever necessary; should the test results be found positive, disciplinary action will be taken towards the employee;
- immediately remove a person from the Van Oord vessel or work (sites), if there is reasonable suspicion that the person is under the influence of alcohol and/or unauthorized drugs or if the employee is unwilling to cooperate to undergo any tests. This may also lead to disciplinary action.

All employees are also reminded that any smuggling and/or trafficking of unauthorized drugs is a serious offence; if the employee is caught, the Company may decide to impose its heaviest penalty, namely dismissal with immediate effect. Depending on the location of the work, the employee could also face imprisonment or other retributions as defined by local laws and regulations. Retributions could include physical punishment or the death penalty.

Van Oord recognizes that dependency on alcohol and/or unauthorized drugs can be successfully treated, and encourages employees with drug or alcohol dependencies to assume ownership of gaining control over their dependency.

Employees who suspect they have a substance dependency or emerging alcohol and/or unauthorized drug problem are expected to seek advice and to undergo appropriate treatment promptly.

Employees seeking advice will be treated with respect and their information will be treated confidentially.

Rotterdam, 4 July 2014

Pieter van Oord, CEO