

Policy objectives

- Promote, provide, and maintain a safe working environment and maintain a Zero Tolerance Policy for Harvey Gulf's employees and the employees of its affiliates and subsidiaries
- Protect against injuries to not only our employees, but also to all customer personnel, contractor personnel, third party personnel, and the general public
- Protect against damage to or loss of property of Harvey Gulf, its affiliates, subsidiaries, customers, contractors, and the general public
- Protect the environment
- Cooperate with customers and other contractors in their efforts to establish a safe, drug and alcohol-free environment
- Comply with contractual obligations
- Comply with existing Coast Guard, DOT, client/customer and other applicable regulations

Firearms policy

Harvey Gulf is committed to the objectives outlined above. To further this commitment, the Company has established a policy against unauthorized weapons in the workplace. The unauthorized possession, use, transportation, distribution, delivery or sale of any firearm or other weapon by any employee while on Company premises, while working, or while subject to call, is strictly prohibited.

In addition, the unauthorized possession of any types of weapon shells, casings, bullets, either fired or unfired is prohibited at any Harvey Gulf premises.

Alcohol & controlled substances

Harvey Gulf is committed to the objectives outlined above. To further this commitment, the Company has established a policy against alcohol and drugs in the workplace. The manufacture, use, possession, transportation, distribution, delivery or sale of alcohol, drugs, prohibited substances and/or drug paraphernalia by any employee while working, while on a hitch, while subject to call, while on an Overnight or other Temporary Shore Leave, and/or while entering, present on, or leaving any Harvey Gulf premises, is strictly prohibited. Additionally, employees are strictly prohibited from in any way and to any degree being Under the Influence of Alcohol, Drugs, and/or Prohibited Substances at any time while working, while on hitch, while subject to call, while on an Overnight or other Temporary Shore Leave, and/or while entering, present on, or leaving any Harvey Gulf premises. If any employee is suspect of

being under the influence of alcohol and that employee is tested, and the suspected employee's breathalyzer test registers any alcohol amount, no matter how small, that employee will be terminated.

A part of the Company's alcohol and drug policy involved the banning of keeping full or empty alcohol and illegal drug containers on the company's premises. This also includes the public dock. It is Harvey Gulf's Policy that no person shall have in their possession either empty or full alcohol and/or illegal drug containers on Harvey Gulf premises.

