

Substance Abuse Policy Statement

Commitment

FairWind is committed to providing a safe, healthy and secure environment. FairWind has a zero tolerance policy for the presence of alcohol or drugs in the body that may compromise safety, health and well-being, and our reputation. This policy is applied through our understanding and knowledge of the applicable international laws of the countries where we operate globally.

This policy applies to all employees, contractors, temporary workers and other parties representing FairWind.

Principles

- Any person under the influence of alcohol or non-prescribed and illegal drugs or other substances, is prohibited from entering any site where FairWind operates or engages in any company business
- It is prohibited for anyone to possess, sell, buy or distribute alcohol and drugs while on FairWind properties or any site where FairWind operates
- Declared use of prescribed drugs is allowed, only if they do not impact the person's ability to perform their duties safely, this will be determined by a qualified medical practitioner

Testing

FairWind reserves the right to conduct testing and follow customer testing programmes, where local legislation allows, without prior announcement to individuals under the following circumstances:

- FairWind random testing
- Customer and Windfarm Owner or Operator random testing
- Post incident involving personal injuries, a high profile event or cost of loss case
- Reasonable cause for suspicion of a person being under the influence of alcohol or drugs
- Rehabilitation programme for individuals

Testing will be carried out by competent personnel who will follow approved standards acceptable to FairWind. All test samples shall follow strict protocols to ensure they are not tampered with.

Results will be reviewed taking into consideration any declared medication by an individual.

FairWind may request that further testing is carried out if necessary. Tests may take the form of urine, saliva, blood or breath depending on the circumstances. Individuals will be informed on the type of test to be carried out.

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Employee Assistance and Support

FairWind recognises that drug and alcohol dependency is a health matter that requires professional medical care and support.

FairWind is committed to supporting those that seek and require help with drug, alcohol and substance misuse prior to any testing programmes, and will ensure strict confidentiality.

Reporting and Disciplinary Action

Compliance with this policy is a condition of employment and engagement with FairWind.

Where anyone is found in violation of this policy and subject to the international legislation of the employing or engaging company, disciplinary action up to and including dismissal may be taken.

If there are reasonable grounds to suspect that a person is under the influence of alcohol, drugs or other substances that could cause harm to themselves or others, you must act immediately and notify your direct reporting line, HSEQ or Human Resources.



Stewart Mitchell
Chief Executive Officer