

DRUG AND ALCOHOL POLICY

POLICY STATEMENT: The purpose of this policy is to ensure safety and to maintain a safe and productive work environment for all expedition participants on board of AWI research vessels by preventing accidents or other dangerous incidents that may result from drug or alcohol use. This policy pertains to all scientists, logisticians, polar bear guards, helicopter pilots, aircraft crew and other passengers (hereafter referred to as “participants”) on board. The ship’s crew members are subject to the shipping company’s policies and regulations.

All participants are prohibited from reporting to work under the influence of alcohol or drugs.

The consumption of alcohol during rostered duty hours is strictly prohibited.

When consuming alcohol during off-duty hours, participants must not become so intoxicated as to endanger themselves or others. Further, the possession, use or sale of illegal drugs (as defined in the German narcotics law¹) is prohibited at any time.

This policy shall not be interpreted in a manner contradictory to stricter policies applicable at participants’ home institutes (other than AWI) or companies (e.g. helicopter company). This policy only defines the minimum requirements.

When reporting to work there is a limit of 0,3 ‰ blood alcohol concentration (BAC). If, in the opinion of the Chief Scientist or the ship’s or flight captain a participant seems intoxicated, that authority may require and shall have the right to request and obtain a BAC test if they consider it necessary to ensure ship and crew safety.

DISCIPLINE: Violation of this policy by using alcohol or drugs, as described above, will result in actions such as discharge from work. Any participant who does not comply with the requirements set forth in this policy, including refusal to submit to a BAC test, will be subject to sanctions which may include immediate termination of work. The expedition leader has discretionary power concerning all participants and can put the deputy expedition leader in charge of measures if necessary.

ADMINISTRATIVE: The AWI and shipping companies F.Laeisz and Briese will cooperate fully with the relevant authorities in the prosecution of anyone in violation of said prohibition.

Information concerning drug and/or alcohol test results and information concerning violations of this policy will be treated as confidential information. Test results or documentation shall also be provided to the participant subject of the test.

¹ Annexes [I,II,III](#) to German Narcotic Drugs Act (BtMG)