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Document	TE-POL-05
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Date	28 October 2026
Subject	Drug and alcohol policy

Drug and alcohol policy

Nobody works under the influence. Zero tolerance on every Telic assignment.

SCOPE

Applies to the director of Telic Engineering B.V., engineers from our network and subcontractors on a Telic assignment, at client sites, offshore installations, workshops, in company or rental vehicles, and during offshore transfer. It applies alongside the client's drug and alcohol policy; where the client's policy is stricter, it applies. It implements TE-POL-01 and meets the GE Vernova requirement that nobody uses, possesses or reports to work under the influence of alcohol or drugs at any GE or GE customer site.

POLICY

- No use, possession, sale or distribution of alcohol or illegal drugs at any work location, offshore installation or during transfer.
- Nobody reports for work, drives for work or travels offshore under the influence of alcohol, illegal drugs or misused medication. For alcohol this means a blood alcohol level of zero at the start of work.
- Prescription or over-the-counter medication that can impair alertness or judgement is declared to the site medic or supervisor before work, and the task is adjusted where needed.
- Client and site testing (pre-mobilisation, random, for cause and post-incident) is accepted. Refusing a test is treated as a positive result.

CONSEQUENCES

A person who breaches this policy or tests positive is removed from the site and the assignment immediately, at their own cost, and is not engaged again by Telic until the director is satisfied that the risk is resolved. The client is informed.

SUPPORT

Anyone who has a problem with alcohol or drugs is encouraged to raise it with the director before it affects safety. This is handled confidentially, and the person is referred to professional help.

RESPONSIBILITIES

Director: owns this policy, makes it part of every assignment agreement and acts on any breach.
Every engineer: complies, declares impairing medication, and reports anyone who appears unfit for work to the site supervisor.

Signed on behalf of Telic Engineering B.V. (digitally signed)
Remco Petersen, Director · 28 October 2026

Digitally signed by Remco Petersen
DN: cn=Remco Petersen, c=NL, o=Telic Engineering B.V., email=remco.petersen@telic-engineering.nl
Date: 28/October/2026