

Substance Abuse Policy

HSE VISION STATEMENT

OMNI Energy Services is committed to promoting and fostering best practices in Health, Safety and Environment (HSE) for the protection of our employees and stakeholders. By providing HSE tools, knowledge and leadership, we intend to partner and assist in achieving operations excellence.

OUR COMMITMENT

We contribute to the success of OMNI Energy Services Corporation by providing a business based approach to HSE. Our Team is a creative and reliable resource providing credible guidance that is responsive to the business model of OMNI Energy Services.



ENERGY SERVICES CORP.

Substance Abuse Policy

OMNI Energy Services Corporation (the Company) has the responsibility to maintain a safe and productive work environment free from the adverse effects of alcohol, controlled substances, drugs and other prohibited substances. Employees who work while under the influence of alcohol, controlled substances, drugs or other prohibited substances, present a risk to co-workers, Company assets, the community, and themselves.

Therefore it is Company policy that any person impaired by or under the influence of alcohol, controlled substances, drugs or other unacceptable substances is prohibited from entering Company facilities, engaging in Company business or operating Company equipment. Also, trading and illegal or unauthorized use of possession of alcohol, controlled substances, drugs or unauthorized substances is strictly prohibited while on Company premises or engaged in Company business.

Exceptions

This policy does not apply to:

- The use of prescription drugs that have been prescribed for the person in possession of the drugs and provided they are taken as prescribed; and such drugs do not affect the person's ability to perform his/her duties in a safe and productive manner.

Searches and Tests

The Company reserves the right to conduct at the work site or at the point of departure to, or return from, the work site, in an appropriate manner and without prior announcement, searches of the personal effects, lockers, vehicles and quarters of any person subject to this policy and/or tests of employees, agents, and subcontractors.

In particular, such searches or tests shall be conducted under, but not limited to, the following circumstances:

- Pre-employment or re-employment
- Post accident
- Reasonable suspicion or cause
- Periodic and/or random testing
- Compliance with law or regulation
- Under a client program
- Return to work or after a rehabilitation program

Employee Assistance Program

The Company offers employee access to a substance abuse Employee Assistance Program (EAP). It is a self-referral program and operated on a strictly confidential basis through the OMNI Energy Services Human Resources organization. In order to avoid disciplinary action, the EAP must be requested prior to discovery of possession of a positive test.

Disciplinary Action

Anyone who refuses to submit to a search or test or is found in violation of the above policy shall be subject to applicable lawful disciplinary action, up to and including termination from employment and/or removal from Company property.

Laws and regulations

This policy must be administered and enforced in accordance with applicable laws. In the event of a conflict between any provision of this policy and applicable laws, the applicable law shall apply.

Drug and Alcohol Standard

The Company has issued a Drug and Alcohol Standard that further explains this Substance Abuse Policy. A copy of the Standard can be obtained by request from your HR or HSE Department representative.

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