



<b>Petroleum</b>	<b>Health, Safety &amp; Environment Management System</b>  <b>Drug and Alcohol</b>	
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# PETROLEUM CSG

## HSE MANAGEMENT SYSTEM PROCEDURE

### DRUG AND ALCOHOL


<b>Petroleum HSEC Procedure No:</b> PP06.03	
<b>Reference:</b> HSE Management Standard 6 – Health and Hygiene	
<b>Date:</b> July 1, 2008	<b>Revision:</b> 0
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## 1.0 PURPOSE

BHP Billiton Petroleum is committed to providing a safe, healthy and productive workplace for its employees and contractors and to ensuring the safety of all visitors. BHP Billiton recognizes that drugs and alcohol can affect an individual's fitness for work and can be a contributing factor in workplace injury and incidents. Our drug and alcohol procedure is designed to keep everyone safe. We require the cooperation and support of all BHP Billiton employees, contractors and visitors to ensure that BHP Billiton remains a workplace where all individuals are free of the hazards that drugs and alcohol may bring.

### This Procedure is designed to:

- Communicate the restrictions on the use of drugs and/or alcohol by personnel engaged in BHP Billiton Petroleum Controlled Activities.
- Create a safe and healthy workplace for our employees, contractors and visitors that is free of the hazards that may be associated with the use of drugs and/or alcohol in the workplace.
- Provide awareness to employees about how the Employee Assistance Program (EAP) can be used to provide support and rehabilitation for employees with drug and/or alcohol problems.
- Foster an attitude among all personnel that it is not acceptable to come to, or be at work under the influence of drugs and/or alcohol.
- Ensure the Company meets all its legal obligations with respect to providing a safe working environment for all personnel at BHP Billiton Petroleum Controlled Sites or engaging in Controlled Activities.

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## 1.1 Prohibited Activities

The following activities are not consistent with providing and maintaining a safe workplace and as such are prohibited. Those engaging in the following activities will be subject to discipline up to and including termination of employment for employees and removal from site for all other personnel.

- The manufacture, sale, purchase, transfer, use or possession of:
  - Illegal drugs, narcotics or other Unlawful or Unauthorized Substances on Company Sites or while conducting Company Business
  - Alcoholic beverages;
    - Alcohol use or possession on Company Sites
 

At management's discretion, alcohol may be available at Company functions held off-site but on premises under contract or lease by the Company. Employees who choose to consume alcohol at a Company function shall be responsible for limiting their consumption so as not to present a danger to themselves or others.
    - If alcohol is consumed by personnel during a workday or rostered work period, whether at a Company function or not, the individual shall not return to work until the next workday or the next rostered work period, or until fully fit for duty.
- Engaging in Controlled Activities when Under the Influence of Unlawful or Unauthorized Substances. This includes personnel who have operational responsibilities away from Company Sites; i.e. personnel in Safety Critical Positions.
- Failing to notify a supervisor if the individual is taking a legal over-the-counter or prescribed drug that an individual knows could interfere with the safe performance of job duties.
- Refusing to submit to a search of one's person and/or possessions on Company Sites.
- Refusing to provide a sample as part of a drug or alcohol test required by this procedure.
- Intentionally failing to adhere to the drug and alcohol sample collection procedures. Any attempt to adulterate or substitute the sample or notification from the laboratory of an adulterated or substituted sample will be treated as a refusal to test.
- Failure to attend the testing facility within the prescribed time frame.
- Testing positive for Unlawful or Unauthorized Substances.

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## 1.2 Searches and Testing

To adequately ensure the provision of a workplace that is free from the influences of drugs and/or alcohol, the Company shall undertake searches and conduct personal drug and alcohol testing under this procedure.

## 2.0 SCOPE


This Procedure applies to all Personnel while they are on Company Sites or engaging in Company Controlled activities. It also applies to applicants prior to their employment.

## 3.0 REFERENCES

This procedure is used in conjunction with:

- [HSEC Reporting Manual P10](#)
- [BHP Billiton Fit for Work / Fit for Life Guidelines G31 - Drug and Alcohol Programs](#)
- [BHP Billiton HSE Management Standards 6 – Health and Hygiene](#)
- [BHP Billiton Guide to Business Conduct](#)
- [Reasonable Suspicion Observations Checklist – PF06.02](#)
- [Contractor Consent Form – PF06.03](#)
- [Employee Consent Form – PF06.04](#)
- [Medical Recommendations Report – PF06.05](#)
- [Pre-placement Consent Form – PF06.08](#)
- [Petroleum Drug and Alcohol Variance Form – PF06.09](#)

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#### 4.0 DEFINITIONS

For the purposes of this Procedure, the following terms shall have the following meanings.

<b>Company</b>	BHP Billiton Petroleum
<b>Chain of Custody</b>	Refers to the chronological documentation, and/or paper trail, showing the seizure, custody, control, transfer and analysis
<b>Company Business</b>	BHP Billiton Petroleum-related work or activities, whether performed on or off Company Sites.
<b>Company Medical Professional</b>	Company Occupational Health Nurse, Company Doctor, Company Medic or Company Medical Director.
<b>Company Sites</b>	All land, property, buildings, structures, installations, drilling or production facilities, marine vessels, aircraft or vehicles owned by, controlled by, or under contract or lease to BHP Billiton Petroleum, or where Controlled Activities are conducted.
<b>Contractor</b>	A person employed either directly or indirectly by a company contracted to BHP Billiton Petroleum to provide equipment and/or services to a BHP Billiton Petroleum operation.
<b>Controlled Activity</b>	Any <b>work-related activity</b> where BHP Billiton Petroleum can set HSEC standards and directly supervise and enforce their application.
<b>EAP</b>	Employee Assistance Program, an external counselling program that the Company provides to employees in most locations.
<b>Human Resources</b>	Local Human Resources Manager
<b>Lawful Substances</b>	Substances, which an individual may lawfully possess or use, but which can impair physical or mental capacity. These include over-the-counter medications, controlled substances (prescription medications) for which the individual has a valid prescription, and intoxicating beverages.
<b>Medical Review Officer (MRO)</b>	A licensed physician who is responsible for receiving and reviewing laboratory results generated by an employer's drug testing program and evaluating an individual's explanations for positive drug test results.
<b>Personnel</b>	Persons who engage in Company Business, including the Company's employees, agency contractors, service contractors and consultants.

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**Positive Screen or Test Result**

The detection of Unlawful or Unauthorized Substances at or above the acceptable limit.

**Reasonable Suspicion or For-Cause**

A reasonable belief held by a BHP Billiton Petroleum supervisor or manager, who has received concurrence from at least one other supervisor or manager, whenever practicable, that an individual:

(1) is using or possesses any Unlawful or Unauthorized Substance, or

(2) has a threshold level of an Unlawful or Unauthorized Substance in his or her body, either based on specific, physical, behavioral or performance indicators of the use of such substances, or on information provided by a reliable and credible source, or on independent corroboration.

Whenever practical, the supervisor or manager should validate the case for testing with another supervisor or manager, or Human Resources, as appropriate, prior to taking action.

**Safety Critical Position**

Any position/role where impairment by alcohol or drugs is likely to lead to the safety of other personnel being compromised. This includes, but is not limited to:

- Line Managers and Supervisors when making operational decisions
- All personnel working at Controlled Sites
- All Incident Management Team (IMT) or Emergency Management Team (EMT) personnel when on duty

**Senior Line Manager**

The responsible BHP Billiton Petroleum Senior Line Manager for the operation (Production Unit Manager, Project Director, Drilling Manager or GGO Project Manager, or equivalent organisational level.


**“Shall” or “Must”**

Means a mandatory requirement.

**Significant Incident**

A Significant (HSEC) Incident is any occurrence that has *actually* resulted in *or* had the *potential* to result in the descriptors outlined in the shaded areas of the BHP Billiton HSEC Consequence Severity Table. These are incidents rated in the Table at Level 4, or higher, for injury and illness and Level 3, or higher, for all other incident types according to their category as defined by BHP Billiton’s HSEC Policy - HSEC Procedure No. P10 and include incidents that pose a serious safety risk or environmental hazard to employees, Company Sites or the general public.

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**Third-Party Administrator (TPA)**

A service agent that provides or coordinates the provision of a variety of drug and alcohol testing services to employers. TPAs typically perform administrative tasks concerning the operation of the employers' drug and alcohol testing programs.

**Unauthorized Substances**

- (1) Intoxicating beverages on Company Sites.
- (2) A Lawful Substance that is being abused or for which there is a pattern of improper use; e.g. abuse/misuse of prescription drugs
- (3) A Lawful Substance which has been used in a proper manner, but has resulted in impairment of an individual's physical or mental capacity


**Under the Influence**

The detection in an individual's body of any Unlawful or Unauthorized Substance which is equal to or in excess of the threshold level stated in this procedure.

**Unlawful Substances**

Illegal drugs or any other substances or materials, the manufacture, sale, purchase, transfer, use or possession of, which are prohibited by applicable laws and regulations.

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## 5.0 PROCEDURE(S)

### 5.1 Testing for Drugs and/or Alcohol

#### *5.1.1 Compliance with Laws and Regulations*


The Company will comply with all applicable laws and regulations regarding the enforcement of this procedure.

#### *5.1.2 Drug and/or Alcohol Tests*

The Company will conduct testing of breath, urine or saliva to detect the presence of Unlawful or Unauthorized Substances in an individual's body under the following circumstances:

- After an applicant has been given a conditional offer of employment and prior to employment ("Pre-placement" testing).
- Prior to the performance of any services by a contractor or consultant as deemed appropriate by the Company ("Pre-entry" testing).
- Randomly for all Personnel at a Company Site. The annual random rate for testing for every Company Site, at a minimum, shall be 50% per calendar year. This rate will be reviewed periodically and subject to change as deemed appropriate by the Company. Random selection shall be a consistently applied process whereby individuals are selected from a worksite location pool; e.g. Perth Office, Zamzama Gas Plant, Douglas Platform, Contracted Drilling Rig or Seismic Vessel, etc.
  - On a monthly or quarterly basis, as appropriate, office sites shall send the Third Party Administrator a list of all office based employees. The Third Party Administrator shall then send back a list of the employees who were selected for random testing that month or quarter.
  - On a monthly basis or more frequently, as determined by the Senior Line Manager, operational sites shall send the Third Party Administrator a POB list. The Third Party Administrator shall then send back a list of the employees who were selected for random testing for that period of time.
  - At sites where a Company Medical Professional exists, the Company Medical Professional shall be the tester. At sites where a Company Medical Professional doesn't exist, a Third Party Collector shall be used.

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- When the Company has Reasonable Suspicion that there is, or has been, a violation of the requirements of this procedure.
- When the Company has Reasonable Suspicion that Unlawful or Unauthorized Substances may have been a contributing factor to a work-related recordable injury or to an injury or accident involving any vehicle or equipment used for, or on Company Business (Post-accident testing). Testing shall be automatic for Personnel involved in a Significant Incident where those Personnel may reasonably have contributed to the event. This will be determined by the Senior Site Representative unless the Senior Site Representative was directly involved in the incident, in which case the individuals to be tested shall be determined by the responsible Senior Line Manager.
- Random testing can include a sweep of all personnel at a given location either at or en route to a BHP Billiton Petroleum Company Site.


### **5.1.3 Testing Equipment, Supplies and Tracking**

- For all drug and alcohol screens, BHP Billiton Petroleum shall use standardized testing equipment, kits and forms which shall be provided by the Global Third Party Administrator.
- BHP Billiton Petroleum shall use a central Third Party Administrator to provide all testing supplies and equipment including labs and a Medical Review Officer.
- The Third Party Administrator shall provide an electronic web-based results system for statistic globally and by country. This web-based results system shall provide security to allow users to log-in on a country by country basis.

### **5.1.4 Consent for Testing and Failure to Consent**

- Applicants and Personnel shall be required to sign a consent form in advance of any test, subject to applicable laws or regulations.
- An applicant who refuses to sign the consent form or submit to a test shall not be hired. A contractor or consultant who refuses to sign a consent form or to submit to a test shall not be permitted to provide further services to the Company.
- An employee who refuses to sign a consent form or to submit to a test will be in violation of this procedure and shall be subject to discipline, up to and including dismissal.

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**5.1.5 Methods of Testing**

- A split-sampling method of collection shall be used for all urine specimens that are to be tested for Unlawful or Unauthorized Substances. Collection shall be conducted by a trained collector following chain of custody using recognized national or international sampling procedures using a standardized collection kit provided by the Global Third Party Administrator.
  - Point of Collection (POC) testing is preferred for urine specimens. When using this method the specimen is collected, poured into two (2) bottles (one POC and one standard) and sealed. After a five minute timed period the the Point of Collection device is read for results. If all results screen negative the collector and donor will complete the CCF and open the specimen cups and discard the urine. If the specimen results are non-negative both sealed specimens shall be sent to the laboratory. One sample is tested and the other sample is placed in frozen storage.
  - When non point of collection method is used, the specimen is collected and poured into two (2) bottles that are sealed and sent to the laboratory. One sample is tested and the other sample is placed in frozen storage.
- For alcohol screening purposes, Alcohol Screening Devices (ASD) may be used that are approved for alcohol screening by relevant national or international standards. ASD's shall be approved by the Vice President HSE.
- For alcohol confirmation purposes, the Company shall use a calibrated Evidential Breath Testing (EBT) device for breath testing to determine and confirm breath alcohol content. An EBT may be also used for alcohol screening testing.

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### 5.1.6 Substances Tested and Thresholds


- A laboratory performing testing using recognised international methods and standards shall conduct analyses of submitted specimens.

## Substances Tested and Thresholds

Type of Drug or Metabolite	Initial Test (EMIT) (ng/mL*) EMIT = Enzyme Multiplied Immunoassay Techniques	Confirmation Test (GC/MS) - (ng/mL*) GC/MS = Gas Chromatography / Mass Spectrometry	Pre-Placement or Pre-Entry Test	Random, Reasonable Suspicion or Post-Accident
Marijuana	50	15	X	X
Cocaine metabolites	300	150	X	X
Phencyclidine (PCP)	25	25	X	X
Amphetamines	1000	1000	X	X
Opiate metabolites	2000	2000	X	X
<b>Alcohol</b>	<b>Initial Test Level</b>	<b>Confirmation Test Level</b>		
Breath Alcohol	0.02% or greater BrAC	0.04% BrAC		X
Urinary Alcohol	10 mg/dl	10 mg/dl		Alternate
*ng/mL = nanogram per milliliter BrAC = Breath Alcohol Content, is the amount of alcohol in a volume of breath and is expressed in terms of grams of alcohol per 210 liters of exhaled air as indicated by a breath test mg/dL = milligram per deciliter				

### 5.1.7 Requests for Independent Testing

Personnel and applicants who test positive may have their sample re-evaluated by an independent certified laboratory at their cost. In the case where an independent certified laboratory test results in a negative test, the MRO and Company Medical Director shall review the results and, if validated, the result of testing shall be considered negative.

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### ***5.1.8 Prescription Drugs and Other Medication***

Personnel taking a legal over-the-counter or controlled (i.e. prescription) drug that could interfere with the safe performance of job duties are expected to notify their supervisor prior to performing work. Personnel shall not disclose the exact nature of the medication to their Supervisor; however the nature of the medication may be disclosed to a Company Medical Professional. The Supervisor, in consultation with the Company Medical Professional, shall determine the need, or otherwise, for any restrictions on the individual's duties.

No disciplinary action will be taken against an individual who self-reports over-the-counter or prescription drug use under such circumstances unless there are behavioral, performance or misconduct problems or violations of this procedure.

- The individual's Senior Line Manager or Supervisor (whichever is more senior) shall determine whether the individual who has self-reported can safely perform the essential duties of the job.
- If deemed appropriate by the Senior Line Manager or Supervisor (whichever is more senior), the individual shall be relieved of duty, with no adverse ramifications for the individual.
  - If the individual is working onshore at the time of relief of duty, transportation to their home shall be arranged, as necessary.
  - If the individual is at an offshore location (or home away from home) at the time duty is relieved, the individual shall, at the discretion of the Company, remain restricted to quarters or common areas until the Company determines that the individual may safely return to work or, if appropriate, until transportation to shore, or further as appropriate, has been arranged.


### ***5.1.9 Consequences of Testing – Positive Test Results***

Personnel who undergo a Reasonable Suspicion or Post-accident test shall be relieved of duty pending the outcome of the test result. If the test result is negative, the individual shall return to regular duties.

#### **Positive Test Results**

- Personnel who have a positive drug test shall be given the opportunity to discuss the results with a Company MRO.
- The MRO may determine that the individual has a justifiable explanation, e.g., legal prescription for the drug test results and the test result will be finalized as a

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negative test result. However, if the MRO believes the individual could not continue working in a safe manner while taking the medication, the MRO shall complete a Medical Recommendations Report Form (MRR) to notify the individual's Senior Line Manager of any job function restrictions and the time duration of such restrictions.

- Unless the MRO discovers a justifiable explanation for a positive drug and/or alcohol test result, the individual who has a confirmed positive test under this Procedure shall be subject to the following consequences:
  - Applicants in a Pre-placement testing event shall not be hired.
  - Contractors and consultants shall be removed from Company Sites.
  - Employees shall, subject to applicable laws, have their employment with the Company terminated.

## 5.2 Searches

- When there is Reasonable Suspicion, searches for Unlawful or Unauthorized Substances shall be conducted of Personnel and/or their possessions when on Company Sites.
- The Company reserves the right to conduct searches of Personnel and/or their baggage before they travel on Company contracted transportation or work on Company Sites.
- Prior to any search, the person being searched should be asked for his or her permission to search and the nature of the search outlined. Individuals should be asked whether they have anything in their possession that may present a danger to the searchers before the search commences.
- If a search is refused, the consequences are the same as those of a positive drugs test as detailed in section 5.1.8 of this procedure.
- Contractors or consultants who fail to consent to a search shall be removed from Company Sites.
- Any suspected Unlawful or Unauthorized Substances found during a search may be surrendered to the appropriate law enforcement agency.
- An individual from whom suspected Unlawful or Unauthorized Substances have been taken shall not be involuntarily detained at onshore Company Sites. However, if the individual is on a Company Site offshore, the individual shall, at the discretion of the Senior Line Manager, remain restricted to quarters or common areas until appropriate transportation is available.
- Any search should be conducted by a suitably trained and authorised person: males are to search males and females are to search females.

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- All searches shall be conducted within a controlled environment with an appropriate witness as designated by Human Resources or Senior Site Representative.
- Suspicious articles or substances found during a search shall be suitably recorded and secured in a sealed container to allow any further investigation or analysis to be performed, if required.

### 5.3 Employee Assistance Program

At BHP Billiton Petroleum, our employees are our greatest assets. We support the health and well being of our workforce to enable employees to be productive and successful on the job. To help employees with personal problems that may interfere with their work, the company provides an Employee Assistance Program (EAP) in most countries of operation. The EAP is available to employees with alcohol and drug problems.

- An employee who has a substance abuse problem, and voluntarily comes forward to seek help, shall be eligible for initial rehabilitation treatment without risk of termination, unless there are other behavioral, performance or misconduct issues.
- Employees who advise the company of such an issue through their supervisor or human resources representative shall be referred to this service for assistance. Employees in Safety Critical Positions shall be immediately placed on temporary duties where such suitable work exists or on paid leave of absence pending initial recommendation from the EAP service. EAP shall determine to what extent, if any, the employee requires treatment and/or rehabilitation. If the employee does require treatment, the EAP and the designated TPA or Company personnel (Medical, Human Resources, and/or line manager/supervisor) will work together regarding the employee's compliance with the recommended program.
- Any employee's participation in the EAP shall also require the consent of the employee for releasing any and all EAP records to the Company's designated TPA or Company personnel for the purpose of managing the case for treatment and aftercare monitoring.
- The employee's participation in the EAP provides no defense against the imposition of disciplinary action.
- In the event an employee is selected for a random drug test and subsequently requests EAP referral, the Company shall (1) ensure that the employee is removed from a Safety Critical Position and (2) hold onward referral to the EAP service until the results of the test have been confirmed. If the results are negative, then referral shall continue in accordance with EAP process. In the event the test is positive, then the employee shall be treated in accordance with paragraph 5.1.8.

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- The EAP treatment program shall involve random testing and any test failure shall be reported to the company and employment with the Company shall, subject to applicable local laws, be terminated.
- During the period of time the employee is participating in a treatment program recommended by the EAP, and in the event such treatment involves a residential program of treatment, the employee will normally be eligible for disability pay/salary continuance and other benefit plan participation consistent with the provisions of those plans and Company policy and practice.
- Contractors and consultants are not eligible to participate in the EAP.

#### 5.4 Visitors

Visitors suspected to be under the influence of drugs and/or alcohol shall be removed from Company sites.

#### 5.5 Administration


This Procedure shall be administered in accordance with all applicable laws and regulations.

This Procedure is intended to supplement, not change, any agreements between the Company and its contractors or personnel.

#### 5.6 Variances

In circumstances where the requirements of this procedure cannot be met, a Petroleum Drug and Alcohol Variance Form (PF06.09) must be completed and approved by the applicable Division President, Vice President HSE, Vice President Human Resources, and Petroleum Senior Legal Counsel prior to any variation from this procedure.

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## 6.0 RESPONSIBILITIES

### Personnel

- Are responsible for complying with this procedure.
- Shall not withhold relevant information concerning someone who has violated this procedure, or who intentionally falsely reported that another individual has violated this procedure or they may also be subject to disciplinary action.
- Should inform their supervisor when taking prescribed or over-the-counter medication that could interfere with the safe performance of job duties.
  - This obligation also applies in on-call situations.
  - Self-reporting in such situations shall not result in any punitive ramifications from the Company, absent a repetitive pattern of such self-reporting, or other behavioral, performance or misconduct issues.
- Shall inform their supervisor, or when inappropriate to do so, Human Resources whenever there is Reasonable Suspicion that an individual may be in violation of this procedure.

### Supervisors/Managers

- Shall take action according to this procedure when they have Reasonable Suspicion that an individual is not in compliance with this procedure.
- Shall implement this procedure in their area of responsibility.


### HSE Advisor

- Shall provide assistance and support to the responsible Senior Line Manager in implementation of this procedure and in any matter concerning drugs and/or alcohol.

### HSE Team Leader

- Shall provide assistance and support to the responsible Senior Line Manager in implementation of this procedure and in any matter concerning drugs and/or alcohol.
- Shall ensure random test is occurring at a rate of 50% per site in the defined time frames.
- Shall ensure a Third Party Collector is identified for sites where a Company Medical Professional does not exist.
- Shall ensure each site has the proper equipment and testing supplies in stock.
- Shall ensure site Company Medical Professionals are trained in collection procedures.

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<b>Petroleum</b>	<b>Health, Safety &amp; Environment Management System</b>  <b>Drug and Alcohol</b>	
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**HSE Manager, Occupational Health, Systems, and Training**

- Shall be responsible for oversight of the Global Drug and Alcohol Program and management of the Third Party Administrator.
- Shall also be responsible for Global Drug and Alcohol Statistics

**HR**

- Shall provide timely advice, assistance and support to the responsible Senior Line Manager and HSE in the event of a positive test by an employee.
- Ensure disciplinary procedures are invoked as required by this procedure.
- Ensure counseling and assistance programs are in place, effective and available to employees.
- Liaise with the BHP Billiton Petroleum medical advisors and implement counseling and assistance programs where the medical advisors indicate that they may be effective.
- Shall provide HSE with a monthly list of all office-based employees for the Third Party Administrator to use in selecting individuals for Random testing.

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<b>Petroleum</b>	<b>Health, Safety &amp; Environment Management System  Drug and Alcohol</b>	
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## 7.0 RECORDS

- The TPA or the Company shall maintain all data and reports. An example of a summary data report is shown as Attachment 9.1
- Reports should include:
  - Number of tests conducted, overall and by each test type.
  - Total Number/Results of the test (Negative, Positive, Incomplete, Adulterated, Refusal to Test, etc.)
  - Total Number of Positives by Substance (Example – Marijuana – 4, Cocaine – 8, Amphetamines – 3, etc.)
  - Per Cent Positive Rate (overall for number of tests conducted and by each test type).
- The Company's copy of the drug and alcohol test results shall not be included in personnel files, but maintained in separate files.

### 7.1 Confidentiality of Records

- All records pertaining to substance abuse testing of Personnel shall be handled consistently with the Company's procedures for handling individual medical records.
- Employees' records shall be kept separate from records concerning contractors and consultants.

## 8.0 UPDATES TO THIS DOCUMENT

This is a Petroleum HSE Controlled Document. Requests for updates to Petroleum HSE Controlled Documents shall be documented on the Petroleum HSE Document – Update Request Form and sent to the **Petroleum HSE Systems Support** email in the GAL.

## 9.0 ATTACHMENTS

### 9.1 – Example of Drug and Alcohol Summary Report

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9.1 Example of Drug and Alcohol Summary Report

**BHP BILLITON PETROLEUM  
BHPB**

Urine Drug Tests

From 01/01/2006 to 12/31/2006

	<u>Pre-Employment</u>	<u>Reasonable Cause</u>	<u>Post-Accident</u>	<u>Random</u>	<u>Periodic</u>	<u>Return to Duty</u>	<u>Follow Up</u>	<u>Other</u>	<u>Total</u>
Drug Positives:	0	0	1	2	0	0	1	0	4
Adulterated:	1	1	0	0	0	0	0	1	3
Refusal to test:	0	0	0	2	0	0	1	2	5
<b>Total Positives:</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>12</b>
Negatives:	10	7	6	8	3	7	2	8	51
Test not performed:	1	3	0	2	0	0	2	0	8
Test is cancelled:	0	1	0	2	1	0	0	1	5
<b>Total Tests</b>	<b>11</b>	<b>11</b>	<b>6</b>	<b>12</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>64</b>
<b>Positive Rate:</b>	<b>9%</b>	<b>9%</b>	<b>17%</b>	<b>33%</b>	<b>0%</b>	<b>0%</b>	<b>50%</b>	<b>33%</b>	<b>19%</b>

Number of Drug Positives:	4	Number of Negatives:	51
Number Adulterated:	3	Number not performed:	8
Number of Refusals to Test:	5	Number cancelled:	5

Marijuana	2
Cocaine	1
Opiates	0
Amph./Methamphetamine	0
Benzodiazepines	0
PCP	0
Barbituate	1

**Personal and Confidential**