



DRUGS AND ALCOHOL POLICY

OOS Energy has the responsibility to maintain a safe and productive work environment, free from the adverse effects of alcohol, controlled substances and drugs. Employees who work under influence of alcohol, controlled substances or drugs present a risk to co-workers, OOS Energy assets and business, the community and themselves.

Therefore, it is OOS Energy Policy to prohibit the use, sale, purchase, distribution or possession of alcohol, controlled substances or drugs other than medically prescribed drugs on OOS Energy premises, while engaging in OOS Energy business, operating OOS Energy equipment. This policy also applies while driving a vehicle provided by the Company or a personnel vehicle but on Company related Matter.

This Policy applies to all activities and services provided by OOS Energy and affiliated companies.

For the purpose of this policy, alcohol dependence is defined as:

“The habitual drinking of intoxicating liquor by an employee, whereby the employee’s ability to perform his/her duties is impaired or his/her attendance at work is interfered with, or he/she endangers the safety of others”

Drugs dependence is defined as:

The habitual taking of drugs by an employee other than drugs prescribed as medication, whereby the employee’s ability to perform his/her duties is impaired, or his/her attendance at work is interfered with, or he/she endangers the safety of others.

Policy:

OOS Energy acknowledge a ZERO tolerance Policy on Alcohol or drugs whilst (traveling to and from) work offshore

No employee, worker or contractor shall:

- Report or try to report for work when unfit due to alcohol or drugs (whether illegal or not) or due to substance abuse.
- Be in the possession of or consume alcohol whilst (traveling to and from) work offshore.
- Be in the possession of, consume or supply others with prescribed drugs or abuse any substance.
- Have traces of alcohol or drugs in his/her blood whilst (traveling to and from) work offshore.

Principles:

- All employees and workers will be treated consistently and fairly in line with this policy
- The rules on alcohol and drugs will be strictly enforced.
- Those who admit to having a problem with alcohol or drugs shall be supported by their line manager.
- Employees with an illness related to alcohol or drugs are encouraged to disclose this at the earliest opportunity to ensure support and help with treatment.
- All matters concerning alcohol and drugs shall be treated as confidential.



OOS Energy is authorized to line up random and unannounced alcohol and drugs tests offshore and onshore. Those tests shall be conducted by a certified company.

The Company's alcohol and drugs policy applies to all employees, workers and contractors. Misconduct in relation to alcohol and drugs will be dealt with in relation to disciplinary consequences!

This ZERO Tolerance Policy will help to ensure the health and safety of employees and others and to maintain the efficient and effective operation of the business, and to ensure customers receives the service they require. For those reasons, the above policy and principles will be strictly enforced.

Endorsed by:

Cor Selen, CEO OOS Energy BV.