



## Drug and Alcohol Policy

RenOcean is committed to maintaining a safe, healthy, and productive work environment, where employees and contractors adhere to the company's values and comply with regulations. This policy defines the company's position on drug and alcohol use in the workplace and specifies the consequences for misconduct. It applies equally to all employees and contractors, regardless of their role or experience, and provides a fair and supportive approach to individuals facing alcohol or drug-related challenges.

### Key Definitions:

- **Alcohol Problem:** Any drinking that negatively affects health, social functioning, or work performance.
- **Drug Problem:** The use of illegal drugs, misuse of prescribed or over-the-counter medicines, or abuse of substances like glue or paint thinner that impacts health or job performance.

### Policy Guidelines:

- Employees and contractors are not allowed to be under the influence of alcohol or drugs at work. Consumption of alcohol or drugs during working hours, including paid and unpaid breaks, is strictly prohibited.
- Employees found possessing or using illegal drugs at work will be reported to the appropriate authorities.
- Employees using prescribed drugs that affect their job performance must inform their line manager.

### Misconduct and Disciplinary Action:

- If an employee shows up to work under the influence of drugs or alcohol, it will be addressed through normal disciplinary procedures.
- Employees who admit having alcohol or drug problems may be given time for treatment, with disciplinary action potentially suspended if the treatment is successful. Any subsequent relapses will be evaluated on a case-by-case basis and may result in disciplinary action.
- Incidents like violence at work or drug dealing will lead to immediate dismissal.

### Support and Confidentiality:

- Employees are encouraged to seek support for drug or alcohol issues early, either through management or independently. All cases will be handled confidentially and shared only when safety is at risk.
- Employees with performance issues linked to alcohol or drug problems will be offered support and may be required to complete a treatment program. After treatment, the company will aim to reinstate the employee in their original job or provide suitable alternative duties, with no impact on future promotion opportunities.

  
Åge Molvik 06.05.2025  
Chief Executive Officer