



## **Drugs and Alcohol Policy**

This policy applies to all employees in REM and to third party personnel and subcontractors engaged in work for REM.

REM employees and subcontractors shall not report to work or perform any work, duties or services whilst under the influence of alcohol, any drugs or narcotics. It is forbidden to distribute, purchase, sell or consume alcohol, drugs or narcotics on board the companies' vessels and other company premises.

It is strictly forbidden to consume or have in possession alcohol, drugs or narcotics.

This policy does not apply to prescription drugs when they are used for their intended purposes as currently prescribed for the person using them, provided that the use of such drugs does not adversely affect the person's ability to perform his duty in a safe and productive manner.

Alcohol may be served at social gatherings, which are pre-approved by the CEO.

The company reserves the right to conduct tests and/or searches on work sites, including personal belongings, at all times, without prior announcement. Anyone found to be violating this policy or refusing to cooperate, shall be subject to applicable lawful disciplinary action, up to and including termination.

A handwritten signature in blue ink, appearing to read 'Fredrik Remøy', is written over a horizontal line.

Fredrik Remøy  
Chief Executive Officer

Date: 01.08.2018