



Non-Smoking Policy

This policy is in place to provide a safe and healthy working environment for all employees, contractors and visitors, and complies with Norwegian rules and regulations.

Smoking is prohibited in all internal areas within REM worksites, and all areas, which are classified as hazardous.

Designated smoking areas shall be appointed at both the main office and on board the vessels.

E-cigarettes is also covered by this policy. That means, e-cigarettes can only be used in designated smoking areas.

This policy has been implemented in the interest of protecting the health and wellbeing of all individuals.

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