

# ALCOHOL AND DRUG POLICY

The possession, distribution or taking of any drugs / medication, unless medically prescribed or advised by a registered Doctor of Medicine or by a pharmacist, is strictly prohibited at any Reach Subsea controlled worksite (office facilities and vessels).

All personnel (also subcontracted) at Reach Subsea controlled worksites, shall be totally sober when entering service.

Reach Subsea will dismiss any personnel who we reasonably believe to be incapacitated using drugs or alcohol. Any Reach Subsea worker or sub-contractor dismissed may be subject to further disciplinary action by Reach Subsea.

A handwritten signature in blue ink, appearing to read "J. Alendal", positioned above a horizontal line.

Haugesund, 14.07.2020

Jostein Alendal

CEO