	<b>Alcohol and Drug Policy</b>	Code: D-QUA-16
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## Alcohol and Drug Policy

### 1. OBJECTIVE

This policy establishes guidelines for the prevention and control of alcohol and drug use in the workplace, ensuring the safety and well-being of employees working in offshore activities.

### 2. APPLICATION

This policy applies to all employees, third parties, and service providers involved in offshore operations.

### 3. PROHIBITIONS

- It is prohibited to possess, consume, distribute, or be under the influence of alcohol and/or psychoactive substances on offshore installations and while performing work activities.
- The entry of any person under the influence of alcohol or drugs is strictly prohibited.
- The use of alcohol and drugs is prohibited even outside of working hours, throughout the employee's stay on offshore facilities, vessels, or company-controlled locations. Any violation will be subject to the disciplinary measures outlined in this policy.

### 4. Toxicological Tests

- Toxicological tests will be carried out in the following way:

**Pre - employment and Periodic Testing:** All employees will undergo toxicological tests upon hiring and at regular intervals.


**Random :** Tests may be performed without prior notice.

**Just cause:** In cases where there is well-founded suspicion of alcohol or drug use.

**Post -Accident:** In the event of incidents or accidents in work environment.

**At Any Time:** The company reserves the right to conduct tests.

Toxicological tests should be conducted whenever deemed necessary, in order to guarantee a safe environment.

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**Legal Basis:** Toxicological tests are supported by **Regulatory Standard NR-37**, which establishes specific guidelines for safety in offshore work, as well as by article 168 of the **Consolidation of Labor Laws (CLT)**, which provides for the mandatory nature of occupational medical examinations.

## 5. DISCIPLINARY MEASURES

Failure to comply with this policy will result in disciplinary action, which may include:

- Formal warning
- Temporary suspension
- Termination for just cause
- Adoption of appropriate legal measures

## 6. TRAINING AND AWARENESS

- All employees must participate in regular training sessions on the risks of alcohol and drug use and their implications for workplace safety.
- Awareness programs will be promoted to reinforce the importance of compliance with this policy.

## 7. LEGAL COMPLIANCE

This policy complies with **NR-37, CLT**.

## 8. FINAL PROVISIONS

- This policy comes into effect from the date of its publication and must be complied with by all parties involved.
- Any questions or omissions will be evaluated by SMS management.  
(Safety, Environment and Health) of the company.

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