

## ANTI-ALCOHOL AND ANTI-DRUG POLICY

The Management Board of Remontowa Electrical Solutions Sp. z o. o. (hereinafter referred to as "RES") declares that ensuring a safe and healthy work environment is one of the primary objectives of the Company.

The Company's Management Board undertakes to shape the attitudes and behaviours popularising healthy lifestyle.

The consumption of alcohol and the use of hard and soft drugs (hereinafter referred to as abusive substances, including drugs) creates a threat both for the person under their influence and for other persons. In order to eliminate this threat, the Management Board of RES requires that the following rules be mandatory for persons staying in shipyard areas, both on land and on the sea and in any other place, as well as at each Customer's site, during the performance of official duties, i.e. it is prohibited to:

- be under the influence of alcohol and abusive substances;
- drink alcohol and use abusive substances;
- bring in and distribute alcohol and abusive substances.

While performing official duties, the above principles apply to all:

- employees of the Company,
- contractors,
- visitors.

The monitoring of compliance with the Anti-Alcohol and Anti-Drug Policy (hereinafter referred to as the "Policy") is carried out on the basis of the above mentioned principles.

Superiors are obliged to familiarize all subordinates with this Policy, and the Company's Management Board is obliged to spread it and control its observance.

Failure to comply with the Policy is a gross violation of the basic principles and obligations of a safe and healthy work environment, and will result in the removal of such employee, contractor or visitor from the yard and in taking disciplinary action in accordance with the Labour Code or cooperation agreements.

PRESIDENT OF THE MANAGEMENT BOARD



Gdańsk, 12 March 2020

Cezary Dutka