



Drug and Alcohol Policy

COSL Drilling Europe (CDE) is aware of the fact that alcohol and drug abuse have negative effects on health and safety. CDE strives to achieve a safe and healthy working environment by enforcing the following restrictions:

- Use, possession, distribution and sale of drugs, doping and/ or other illegal medications is strictly prohibited.
- Working under the influence of alcohol, drugs, doping and/ or other illegal medications is strictly forbidden at all CDEs work locations. It is not allowed to use, possess or bring any form of alcohol, drugs, doping and/or other illegal medications onboard our offshore units.
- Use of any kind of medication prescribed with a therapeutic purpose that could potentially harm or contribute to unsafe execution of work, must be present to and approved by relevant physician/ nurse.

Safety and Responsibility

All employees must be in a physical and mental condition that allows them to perform their duties efficiently and safely and to maintain proper behaviour. Drugs, doping and alcohol abuse will not be tolerated as it may affect professional standards, safety, the work environment and the health of the individual and his/ her co-workers. The responsibility for complying with this policy lies with each individual.

Prevention

CDE will motivate and advise all employees to comply with our Drug and Alcohol Policy at work to prevent substance abuse at the workplace.

CDE has implemented a programme under the auspices of AKAN (LO – NHO Working Committee against Alcohol and Drug Abuse) which will provide information to employees, with focus on increasing awareness and providing a system for the management of incidents related to abuse.

Contractors and subcontractors must ensure that their employees are familiar with and follow this policy. CDE reserves the right to carry out audits of our contractors and subcontractor's conformance with our policy.

Failure to comply with this policy will result in disciplinary actions in accordance with legislation and contractual agreements.

This policy has been reviewed and accepted by COSLs Labour Union representatives: Chris Dale, Joar Nesse and Ronny Tøvik.

Frank Tollefsen

A handwritten signature in blue ink, appearing to read 'Frank Tollefsen', is written over a light blue horizontal line.

CEO/ President, COSL Drilling Europe AS

Stavanger 05.05.2021.