

YABIMO Alcohol and Drug Policy

1. Purpose

The purpose of this policy is to ensure a safe and healthy working environment by preventing the presence of alcohol and psychoactive substances in the workplace. The policy supports international OHS standards and promotes a culture of responsibility and sobriety.

2. Scope

This policy applies to all employees, subcontractors, visitors, and other persons present on YABIMO premises, as well as on project sites and employee accommodations, both in Poland and abroad.

3. General Principles

YABIMO applies a zero-tolerance policy towards the presence of alcohol and drugs in the workplace. Working under the influence of psychoactive substances is unacceptable and constitutes a violation of OHS rules. The company reserves the right to conduct sobriety checks in accordance with applicable laws and with respect for employee dignity.

4. Responsibility

Each employee is responsible for complying with this policy. Management and designated coordinators are responsible for enforcing the rules, conducting checks, and documenting results. Employees are obliged to report any suspicions regarding violations of the policy.

5. Consequences of Violation

Violation of the policy may result in removal from work, referral for medical examination, disciplinary sanctions, including termination of employment. In the case of a positive test result or refusal to take the test, the company will take actions in accordance with applicable labor law and internal procedures.

6. Compliance with International Law

The policy complies with international regulations, including the Norwegian Working Environment Act (AML § 9-1, § 9-2, § 9-4), the General Data Protection Regulation (GDPR), and industry collective agreements applicable in the gas & oil sector.

7. Data Protection

All personal data related to sobriety checks are stored securely and encrypted. Only authorized persons have access to the data. Data processing is carried out in accordance with GDPR.

Michał Olesiński
President & CEO