

YABIMO Anti-Alcohol and Anti-Drug Policy

1. Purpose

The aim 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 OSH standards and promotes a culture of responsibility and sobriety.

2. Scope

The policy applies to all employees, subcontractors, guests and other persons staying on the premises of Yabimo, as well as on the premises of implemented projects and places of accommodation of YABIMO employees, both in Poland and abroad.

3. General rules

YABIMO has 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 health and safety rules. The Company reserves the right to conduct sobriety checks in accordance with applicable law and with respect for the dignity of the employee.

4. Liability

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

5. Consequences of the breach

Violation of the policy may result in dismissal from work, referral for medical examinations, the imposition of disciplinary sanctions, including termination of the employment contract. In the event of a positive test result or refusal to take it, the company takes action in accordance with the applicable labor law and internal procedures.

6. Compliance with international law

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

7. Data protection

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

Michał Olesiński

**President of the Management
Board & CEO**