

➤ **ALCOHOL AND DRUG PREVENTION POLICY**

The Techocean Group, guided by awareness and prevention initiatives, has as its principle the guarantee of a safe and healthy working environment for all its employees, free from the harmful effects of alcohol and drugs.

All our employees must be in a physical and mental condition that allows them to carry out their activities efficiently and safely, based on appropriate behavior.

Based on the above assumptions

- The use, possession, distribution and sale of drugs is strictly prohibited;
- Performing work duties under the influence of alcohol or drugs is strictly prohibited at all sites where Techocean operates;
- The use of any type of medication, for therapeutic purposes, which may impair or contribute to a lack of safety when carrying out a task, should be brought to the attention of health and safety professionals.

The Techocean Group may carry out, on a preventive basis or whenever it deems it necessary and in compliance with current laws, tests to verify the consumption of alcohol and toxicological tests.

These tests must be carried out taking into account the dignity of the individual and the results will be treated with respect for individual privacy.

Considering alcohol and drug abuse a pathology, a rehabilitation program can be offered to employees identified as dependent on these substances.

Contractors and Subcontractors must ensure that their employees comply with this Policy.

Failure to comply with the Policy will result in disciplinary sanctions, in compliance with current laws and the Collective Bargaining Agreement.

AROLDO ALVES SIQUEIRA JUNIOR
CEO