

ANTI - ALCOHOL AND ANTI - DRUG POLICY

The Management Board of „Remontowa” S.A. declares, that assurance of safe and healthy working environment makes the fundamental target for the Shipyard.

The Shipyard Management is bound for shaping the attitudes and behaviours popularising the healthy lifestyle.

Using alcohol and drugs creates hazard both to a person being under their influence and to the others. In order to eliminate them, the Management of „Remontowa” S.A. requires that the following principles are obligatory for the people staying in the shipyard area as well as on board repaired vessels:

- It is forbidden to stay at the shipyard under influence of alcohol and drugs.
- It is forbidden to drink alcohol and to use drugs.
- It is forbidden to bring in and distribute alcohol and drugs.

These principles refer to:

- all Shipyard employees,
- all sub-contractors employees,
- visitors staying at the Shipyard site.

The monitoring of complying with this policy principles is carried out at the shipyard site as well as at the repaired and converted vessels and units.

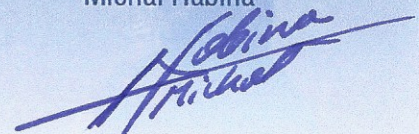
Complying with this policy makes the obligation for each Shipyard employee and any company co-operating.

Superiors are responsible to acquaint all their subordinates with this policy and shipyard management is obliged to control its complying with.

Not complying with the policy principles is a gross violation of the basic obligations of an employee and it will result in removing such the employee from the shipyard site and commence disciplinary measures in accordance with the Labour Code or a co-operation agreements.

June 2018

Michał Habina



Chief Executive Officer

MEMBER OF
REMONTOWA
HOLDING S.A.

REMONTOWA
SHIPREPAIR YARD