

Substance Abuse Policy

To promote and ensure a safe, healthy and productive workforce, it is Optimarin's policy that no personnel, whether employed or under contract, shall abuse drugs and/or alcohol.

In order to prevent the employment of personnel with drugs and/or alcohol problems, substance abuse will be rigorously screened for during the recruitment process, through in-depth interviews and thorough vetting of references.

Any use of drugs and/or alcohol within working hours shall be immediately reported to management for further action.

Any personnel found to have a drug and/or alcohol problem will be offered a rehabilitation programme. Substance abuse during company time can under certain circumstances result in termination of employment or contractual relationship with Optimarin.

Stavanger, January 24th 2022



Leiv Olav Kallestad
CEO
Optimarin AS