

## Substance Abuse Policy

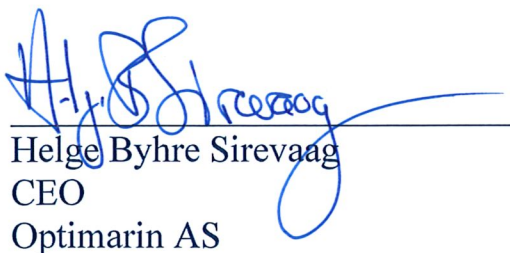
To promote and ensure a safe, healthy and productive workforce, it is Optimarin's policy that no personnel, whether employed or under contract, shall abuse drugs and/or alcohol.

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.

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