



Drugs and Alcohol Policy

This policy applies to all employees in REM and to third party personnel and subcontractors engaged in work for REM.

REM employees and subcontractors shall not report to work or perform any work, duties or services whilst under the influence of alcohol, any drugs or narcotics.

It is strictly forbidden to possess, distribute, purchase, sell or consume alcohol, drugs or narcotics on board the Company's vessels and other Company premises.

This policy does not apply to prescription drugs when they are used for their intended purposes as currently prescribed for the person using them, provided that the use of such drugs does not adversely affect the person's ability to perform his duty in a safe and productive manner.

Alcohol may be served at on shore social gatherings, which are pre-approved by the CEO.

The Company reserves the right to conduct tests and/or searches on work sites, including personal belongings, at all times, without prior announcement. Anyone found to be violating this policy or refusing to cooperate, shall be subject to applicable lawful disciplinary action, up to and including termination.

A handwritten signature in black ink, appearing to read 'Lars Conradi Andersen'.

Lars Conradi Andersen
Chief Executive Officer

Date: 15.03.2024