



## **Alcohol and Drugs Policy**

Energean has established and implemented this Policy, in view of the toxic effect of the consumption of alcohol and drugs on health, the level of risks associated with work activities and the necessity of safe operation.

This policy applies to all personnel (employees, contract staff, partners, subcontractors etc.) at all workplaces operated by Energean, independent of their position.

The possessions and consumption of alcohol and drugs (including hallucinogen substances) are strictly forbidden at all workplaces, including drilling rigs and ships.

Personnel must remain sober and ensure that they are fully capable to perform their tasks at all Energean workplaces.

Any personnel possessing or taking medicines as a result of a medical condition shall declare this to the designated Energean health representative before commencing work.

Energean reserves its rights to perform periodical checks on personnel at the workplace to ensure that they adhere to this present Policy, using an alcohol tester or other means.

A breach of this policy may result in the individual being stopped from working or being removed from the workplace and disciplinary action may follow.

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Mathios Rigas  
Chief Executive Officer