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## DRUGS & ALCOHOL POLICY

ASN is fully committed to providing a healthy and safe work environment to all ASN employees, contracted personnel and more generally to those affected by ASN operations and activities.

This policy applies to all ASN Employees, contracted personnel and any person visiting or working on ASN sites or project operations worldwide and more generally, any non ASN person involved in ASN project operations or activities, regardless of the location.

The policy sets out the principles by which ASN intends to reduce the risks resulting from impairment through the use and/or abuse of Substances within the workplace, whether the location is an ASN site, ASN customer premise, during business activities and/or business travels.

The term "Substance" is used throughout this policy to cover or describe, any legal or illegal substance that has the potential to cause impairment such as alcohol, prescription medication, and/or illicit drugs.

Any person visiting or working at ASN worksites or project operations shall be made aware of this policy and must fully comply with these principles. ASN sites may also have additional measures in place in compliance with applicable national regulations and laws.

Their health conditions must never be altered by the use of any Substance which has the potential to cause impairment.

Any person visiting or working at ASN sites or project operations must:

- Act to prevent incidents that may result from use or abuse of any Substance,
- Be capable of carrying out their duties in a safe manner and shall not be impaired by any Substance when at work,
- Do not bring, hold, store, produce, sell, distribute or consume any Substance within ASN sites, onboard vessels or within any other work site like customer premise, during business activities and/or business travels,
- Abide by the principles of this policy, all applicable country-specific laws and regulations, and/or specific ASN procedures relating to substance use/abuse,
- Request an individual stop performing any activity that is being conducted in an unsafe manner, or which may cause an accident or injury to the individual or those around them,
- Immediately notify ASN about any suspicion of impairment due to substance use, and report any unsafe work practices or situation,
- Notify the site Occupational Health personnel, the site HSE Manager and/or the local ASN Representative prior to start working if prescription medication could affect their ability to perform their normal activities safely,
- Comply with the individual rights to confidentiality, privacy and dignity.

In case of non-respect of the above, ASN appropriate consequence management process shall apply in compliance with this ASN policy and the applicable local regulations and laws, including termination of contract.

The equitable application of these principles is the responsibility of both management and individual employees to ensure safe and healthy working conditions for all.

*This policy will be regularly reviewed, updated, communicated and made available to all ASN employees, persons working for or on behalf of ASN and any relevant interested parties.*

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