



ALCOHOL, SMOKING AND DRUGS POLICY

CROSCO Ltd is committed to provide a safe and healthy workplace for all its employees, visitors and subcontractors. Moreover, CROSCO Ltd requires that employee's fitness to work must not be reduced by the influence of alcohol, drugs or any other illegal substance, not approved by medic, which may adversely affect work performance.

In line with these commitments, CROSCO Ltd has agreed this Alcohol, Smoking and Drugs policy. Employee who is working under the influence of alcohol or drugs presents a serious risk to its own safety, as well as the safety of his fellow workers. Such behaviour is not in compliance with employee's contract obligations or occupational health and safety regulations.

The use, possession, sale or purchase of any drug, illegal substance or alcohol on Company's property or arriving at work under the influence of such substances is strictly prohibited.

Smoking:

- It is well known that smoking is harmful to health, and it should be pointed out that passive smoking causes lung cancer and heart disease in non-smokers, as well as many other diseases.
- Smoking is prohibited in all offices, work places, buildings, rigs and vehicles that are Company's property.
- The smoking areas are specially marked and designated in all CROSCO Ltd premises. These areas have good ventilation and ashtrays are provided.

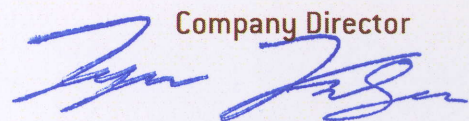
Alcohol & Drugs:

- Upon the commencement of employment, all employees must be informed that in their workplace or other areas owned or controlled by CROSCO Ltd., working under the influence of any drugs or alcohol will not be tolerated and will result in disciplinary actions.
- If any manager has reasonable cause to suspect that employee's absence or unsatisfactory work performance is caused by alcohol, drugs or illegal substances, they must contact the Head of QHSE Sector (confidentiality assured) to discuss the option of employee counselling.
- CROSCO Ltd has the right to carry out alcohol and drugs testing on its own employees, while working hours on a random basis, in order to enforce this policy.

The policy applies to all employees, visitors, clients and contractors, who should comply with it while in CROSCO Ltd premises. The violation of any statement above mentioned constitutes a serious offence and shall result in disciplinary actions being taken against the offending staff, including termination of the work.

Zagreb, October 2016



Company Director

Igor Kruljac