



ALCOHOL, SMOKING AND DRUGS POLICY

CROSCO, Integrated Drilling & Well Services, Company, Ltd. (hereinafter referred to as the Company) is committed to provide a safe and healthy workplace for all its employees, visitors and subcontractors. Moreover, Company 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, Company has implemented 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 behavior 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 to 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 in the Company's premises are specially marked and designated. These areas have good ventilation system 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 the Company, working under the influence of any drugs or alcohol will not be tolerated and will result in disciplinary actions.
- If any manager or supervisor 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.
- The Company has the right to carry out alcohol and drugs testing of its employees, during the working hours on a random basis, in order to enforce this policy.

The policy applies to all employees, visitors, clients and contractors, who shall comply with it while in the Company's 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, May 2018



Company Director

Igor Kruljac