

Drug & Alcohol Policy

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1 Purpose

Option AS is committed to maintaining a safe, healthy, and productive working environment. The purpose of this policy is to ensure that employees, contractors, and others acting on behalf of Option AS perform their duties free from the influence of alcohol, illegal drugs, or other substances that may impair judgment, safety, performance, or professional conduct.

2 Scope

This policy applies to all employees, contractors, consultants, and other personnel acting on behalf of Option AS.

3 Policy Statement

Personnel are expected to report to work fit for duty and capable of performing their responsibilities safely and effectively.

The possession, use, distribution, sale, or being under the influence of illegal drugs while conducting company business is prohibited.

Alcohol consumption during normal working hours is prohibited unless specifically approved as part of a company-sponsored event or business function.

Any use of alcohol during approved events shall be moderate, responsible, and must not result in inappropriate behaviour, safety risks, or damage to the reputation of Option AS.

4 Prescription Medication

Personnel using prescription or over-the-counter medication that may affect their ability to perform their duties safely shall inform their manager where such impairment may impact safety, security, or work performance.

Medical information will be handled confidentially and in accordance with applicable privacy requirements.

5 Reporting Concerns

Employees are encouraged to report concerns regarding substance abuse, impairment, or behaviour that may affect workplace safety, security, or performance.

Reports shall be handled confidentially and in accordance with the company's reporting and whistleblowing processes.

6 Compliance and Responsibility

All personnel are responsible for complying with this policy.

Managers are responsible for promoting awareness of the policy and addressing concerns appropriately.

Violations of this policy may result in disciplinary action, including termination of employment or contract, depending on the severity of the breach.

7 Related Documents

Document	Description
POL-001 HSEQ Policy	Defines the company's commitments related to health, safety, environment, and quality.
POL-003 Code of Conduct	Defines expectations for ethical and professional behaviour.
POL-005 Whistleblowing Policy	Defines the process for reporting concerns and misconduct.

8 Revision History

Version	Date	Reason for Change	Author	Approver
V1.0	16-06-2026	Initial Release	Ryan Forster	CEO

9 Approval

Name	Role	Date
Jørgen Nytrø	CEO	16-06-2026