

## Drug and alcohol policy

21.06.2019

Bunker Oil is a drug- and alcohol-free workplace. It will not be tolerated being under the influence of drugs or alcohol while at work for Bunker Oil.

- Never work under the influence of drugs or alcohol.
- Be conscious at work-related events where alcohol is served and show moderation. The consumption shall not be combined with operating machinery, driving or any other incompatible activity.

Tests for drugs and alcohol may be conducted whenever deemed necessary and in accordance with applicable laws.

Sincerely,

Mr. Jan Magnus Kleven, CEO