

Ravenna, October 26th, 2015

Ref.n. D.QHSE.07B

DRUGS, ALCOHOL AND SMOKING POLICY

Drugs and Alcohol

Rana Diving S.p.A., recognizing the effects caused by drug and alcohol abuse to the health and safety of the employees, contractors, clients and visitors, is committed to providing and maintaining a working environment free from drugs and alcohol.

Therefore, the company has established the following rules:

- The possession and use of any drugs is prohibited within company work locations.
- The use of alcoholic beverages is prohibited during working hours.
- It is forbidden to access work locations impaired under the influence of drugs or alcohol.

The company will conduct drug and alcohol testing in accordance with applicable regulations.

Any person who is found under the influence of drugs or alcohol will be immediately removed from the worksite.

This policy applies to all employees and contractors working for Rana Diving.

Smoking

Rana Diving, being aware that smoking can increase the risks to the health and safety of the individuals, is committed to maintaining a non-smoking environment.

Smoking is prohibited in all company premises and workplaces, including company vehicles.

Smoking may be allowed only in specific designated areas, both onshore and offshore.

This policy applies to all employees and contractors working for Rana Diving.

A handwritten signature in blue ink, appearing to read "Alessandro Bosco".

Alessandro Bosco
Managing Director