THE ALCOHOL AND DRUG ABUSE POLICY

IN THE "NAUTA" SHIPREPAIR YARD S.A.

We’re aware that customer satisfaction is the basic condition for continued success of our company as well as ensuring safe and healthy working conditions for our employees, subcontractors, guests and client’s representatives, we determined the policy which emphasizes that:

- Not allowed to introduce any alcoholic beverages nor any drugs at the shipyard’s premises
- Not allowed to keep, retain or sell any alcohol, drugs or any other intoxicants
- Healthy and safe workers in the workplace are a priority for us
- Any of our employees or subcontractors which do not comply with the above principles will be removed from the shipyard’s area with immediate effect and will be imposed a ban entry to the shipyard
- Alcohol and drugs have a bad influence on the ability to perform work
- Alcohol and drugs intake even of small amounts or outside the workplace can have influence on the behavior of the employee for a longer period of time
- Ingestion of alcohol and drugs in the workplace involves a risk for the ingesting person and for the other co-workers

The Yard’s Management is committed to provide adequate resources for the implementation of "The Alcohol and Drug Abuse Policy".

On behalf of the Management and all employees we accept responsibility for the implementation of “The Alcohol and Drug Abuse Policy” during the projects.

Gdynia, May 2016

The Yard’s Management

[Signatures]