



## DECLARATION OF CONTRABAND, DRUGS AND ALCOHOL CONSUMPTION CONTROL

We are committed to acting responsibly, appreciating people, guiding and engaging employees with the prevention of abusive use of alcohol and non-prescription drugs, acknowledging that the use of these substances interferes with the attention and productive capacity, which may alter the behavior of individuals, thus increasing accident risks in the workplace, unsafe and life-threatening actions. The company is committed to implement measures to combat the use of tobacco, alcohol and drugs by its employees:

1. It is strictly forbidden to employees and service providers to be under the influence of alcohol or prohibited substances during the performance of any services for Seaseep;

2. Consumption of alcoholic beverages by any employee or Service provider on the premises of the company is prohibited;

3. Use, possession and distribution of illicit drugs, amphetamines and any and all hallucinogenic substances are prohibited. Exceptions include substances proven to be prescribed by a physician that do not affect one's judgment, provided prior communication in writing to the local management;

4. Use, possession, sale, manufacturing, distribution or concealment of the following constitute a serious misconduct:

- Any prohibited substances specified under the company's guidelines.
- Contraband of firearms, ammunition, explosives and all weapons in general.
- Means for the use and handling of illicit drugs.

5. Upon request, it is expected that all personnel meet the following requirements:

- Participate in drug and alcohol awareness training
- Without prior notification, undergo:
  - Random testing;
  - Testing under reasonable suspicion;
  - Testing following accidents

Any violation of the will result in the implementation of appropriate disciplinary measures.

A handwritten signature in blue ink, reading "Fabiano Klauber Diagone", positioned above a horizontal line.

Fabiano Klauber Diagone  
Director – President