

ALCOHOL & DRUG USE CONTROL POLICY

The BRAVANTE GROUP considers that the misuse of alcohol and the use of drugs increases the risk of accidents at work, reduces productive capacity, compromises health and interpersonal relationships among its employees.

Thus, the BRAVANTE GROUP established the following Principles:

1.

The carrying, use, or distribution of alcohol and/or drugs or any substances with hallucinogenic properties, within the company's sites or on vessels (owned or contracted) is **prohibited**. Substances proven to be prescribed by doctors, which does not change the employee's judgement, will be allowed, provided that it is previously communicated, in writing, to the local management and to the Occupational Health Service.

2.

The companies, based on the assumptions of the National Policy on Drugs (PNAD) of the Federal Government, support the prevention and treatment of their chemically dependent employees, maritime or not, as described in the *Programa Anti Drogas para Prevenção Acidentes de Trabalho Pessoais, Patrimoniais e Ambientais*, with the following guidelines: conducting internal campaigns for information and dissemination to employees, identification of cases, individualized guidance, referral and monitoring for treatment in National Public Institutions or Non-Governmental Organizations (ONGs) for Assistance to Chemical Dependents.

3.

The employee's refusal of treatment or their negligence, will exempt companies from keeping them in work activity, which may lead to their dismissal.

4.

The Company grants authority to the Captains of the vessels for the full application of this Policy.



MARCELINO NASCIMENTO
CEO