SUBSTANCE ABUSE & FITNESS-FOR-DUTY POLICY

Controls to prevent impairment while protecting confidentiality and fair treatment.

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Prepared for	OceanVision Energy Limited	**Approved by**	Charles Ayedero, MD/CEO

Implementation and awareness: Responsible departments shall communicate this approved policy to relevant staff and contractors, maintain applicable records and review its continuing suitability.

1. Standard

- **Fit for duty:** No worker may undertake duties while impaired by alcohol, illicit substances or misuse of medication.
- **Safety-critical activities:** Personnel must promptly disclose any fitness concern that could affect safe operations; confidential medical advice should be used as appropriate.
- **Non-retaliation and fairness:** Apply consistent procedures; protect medical information and avoid assumptions based on disability or health condition.

2. Controls

- **Site access:** Explain client rules during induction and contractor onboarding.
- **Reporting:** Supervisors remove personnel from immediate risk when reasonably concerned about impairment; record observations factually.
- **Testing:** Only conduct lawful, proportionate testing under applicable policy and contracts with appropriate privacy safeguards and qualified providers.
- **Response:** Investigate sensitively; arrange medical assessment, transport and appropriate HR action under applicable law and disciplinary procedures.
- **Assistance:** Encourage voluntary help-seeking before a safety incident and provide referral paths where available.

3. Evidence

- Induction acknowledgement; fitness-for-duty declaration where appropriate; training attendance; confidential incident escalation record; contract/site requirements.

4. Review

- Review annually with HR, HSE and legal input.

References and applicable standards

- OceanVision Energy Quality Manual (OVEL-QAC-M-00001) and HSE Management System (OVEL-HSE-M-00001), as applicable.
- Petroleum Industry Act 2021; NUPRC or NMDPRA requirements depending on project scope, permit and operating context.

- Nigerian Oil and Gas Industry Content Development Act 2010; customer contract / site rules.
- ISO 9001:2015 principles; ISO 45001:2018 and ISO 14001:2015 as voluntary guidance only, without claims of certification.

Approval and change control

Reviewed by	T. Abu
Approved by / Signature	 Charles Ayedero | Managing Director / Chief Executive Officer
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