



SMOKING, ALCOHOL AND DRUG POLICY

The RINA Group, considering occupational health and safety issues as a matter of priority, is fully aware of the hazards caused by exposure to tobacco, alcohol and drugs and is committed to ensuring safe and healthy working conditions for all personnel, visitors and contractors, to enable them to perform their duties efficiently.

For this purpose, each Company of the RINA Group commits its organization to pursuing and meeting the following principles:

1. a smoke-free environment, including use of electronic cigarettes, for all employees, visitors and contractors; smoking is not allowed on company premises;
2. possession, distribution and sale of alcohol and alcoholic beverages in the workplace, and their consumption during working hours, is forbidden;
3. the only exceptions allowed are working lunches, social events and meetings with clients or other stakeholders, in prescribed places and according to defined schedules;
4. the Company shall immediately stop the execution of work if there is reasonable concern that an employee is under the influence of alcohol and/or drugs;
5. the Company shall encourage its personnel to take due care of its own welfare, providing adequate support, if needed.

Each Company of the RINA Group shall maintain adequate controls and periodic audits to guarantee the fulfilment of this policy, by all staff.

Genova, 24th June 2019

Rev. 1

Chairman & CEO
(Ugo Salerno)