

POLICY ON TOBACCO, ALCOHOL, PSYCHOACTIVE SUBSTANCES, AND WEAPONS		
Code: GERG-FOR-006	Date: 02-01-2015	Version: 005

POLICY ON TOBACCO, ALCOHOL, PSYCHOACTIVE SUBSTANCES, AND WEAPONS

DATE OF PREPARATION 02/01/2015	DATE OF REVIEW: 02/01/2015	DATE OF APPROVAL: 02/01/2015
RESPONSIBLE: HSEQ Coordinator	RESPONSIBLE: Management Representative	RESPONSIBLE: General Manager

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7 SEAS ENERGY S.A.S. seeks to protect the health of its employees, collaborators, suppliers, contractors, and subcontractors, and to maintain safety standards in all work areas. Therefore, the company commits to the following:

- Not allowing workers, suppliers, or contractors to enter or remain at work under the influence of non-prescribed psychoactive substances or alcohol, as this may endanger their own safety or that of others during normal work performance. If this provision is not complied with, the person will be removed from their work area, receiving a written sanction and no salary payment for that day. Depending on the internal work regulations, roles, responsibilities, and the criticality of their duties, their employment contract may be terminated for just cause.
- Conducting educational talks on the harmful effects caused by the use of non-prescribed psychoactive substances, alcohol, and/or tobacco, on people's health and their social and work activity, including the corresponding legal, civil, and criminal implications.
- Restricting the use of tobacco in areas identified as potential risk zones that could cause health hazards or accidents in offices, vehicles, or work areas.
- Developing the necessary mechanisms to strengthen this policy, ensuring it remains a dynamic process of continuous improvement.
- Prohibiting the use, carrying, transport, and sale of firearms, bladed weapons, and explosive materials within any facilities where 7 SEAS ENERGY S.A.S. operates, without exception.
- Terminating the employment contract of any worker who repeatedly violates this policy.

This policy will be published and communicated in writing to all employees of 7 SEAS ENERGY S.A.S., regardless of their work location. Likewise, it will be made known to all personnel providing services to the company, such as suppliers, contractors, and subcontractors. Those who do not have a policy consistent with this one must comply with and adhere to the provisions established herein.



MANUEL ERNESTO ROJAS ROMÁN

Legal Representative

Reviewed on December 13, 2024

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CHANGES AND MODIFICATIONS

Version	Date	Description of Change	Responsible for Change	Approved by
001	02/01/2015	Document creation	Not applicable	Not applicable
002	04/02/2015	Change of General Manager	System Representative	General Manager
003	03/08/2015	Change of General Manager	System Representative	Legal Representative
004	02/08/2016	Change of Logo	HSEQ	General Manager
005	18/12/2020	Policy update	HSEQ	General Manager