

NOLA Marine			Doc No	NOLA - 005
			Initial Issue Date	January 1st, 2026
			Revision Date	Initial Version
			Revision No.	1
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Standards of Conduct Policy

This policy outlines the standards of professional conduct expected of all employees, contractors, and representatives of NOLA Marine. These standards are essential to maintaining a safe, respectful, and professional working environment and to protecting the integrity of our operations and relationships.

All individuals representing NOLA Marine are expected to conduct themselves with integrity, professionalism, and respect. Actions that compromise safety, trust, or the company's reputation are not acceptable.

Prohibited Conduct

The following behaviors are strictly prohibited while on company premises, during working hours, or while representing NOLA Marine:

- Reporting to work or operating company vehicles under the influence of alcohol, illegal drugs, or controlled substances not prescribed for the individual.
- Consumption of alcoholic beverages on company property, except during company-approved events.
- Possession, use, or distribution of illegal drugs while on company property or during work-related activities.
- Fighting, threats, harassment, horseplay, or disorderly conduct.
- Theft, misuse, or intentional damage to company property.
- Falsification of company records, time records, or official documents.
- Knowingly providing false or misleading information about the company.
- Failure to follow reasonable instructions from supervisors or management.
- Unauthorized absence from assigned work areas.
- Failure to report accidents, injuries, or unsafe conditions promptly.
- Any behavior that endangers the health or safety of oneself or others.
- Disregard of customer or site-specific safety rules and instructions.

Compliance & Accountability

Violations of this policy may result in disciplinary action, up to and including termination of employment, depending on the nature and severity of the violation and applicable laws.

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Reporting Concerns

NOLA Marine encourages the prompt reporting of conduct or safety concerns. Reports may be made to a supervisor or management without fear of retaliation.

This policy is reviewed periodically to ensure continued relevance and alignment with company values and applicable regulations.

