



Zero Alcohol and Drug Policy



This **Company Policy** is an integral part of our **Occupational Health and Safety Management System**. Its goal is to ensure a **safe, healthy and productive working environment**, preventing any risk related to the use of **alcohol and drugs** during work activities.

1. Scope 🌐

This policy applies to **employees, contractors, subcontractors, suppliers** and **visitors** operating on our sites. It is valid **during working hours**, transfers and **periods of stand-by duty**.

2. Objectives of the Policy 🎯

Ensure a safe environment, reducing the risk of altered behavior.

Promote the psychophysical well-being of staff. Prevent **accidents, injuries** and **environmental damage**. Ensure **compliance with local and international regulations**.

3. Prohibited 🚫 Conduct

It is **absolutely forbidden**:

- 👉 Working under the influence of **alcohol or drugs**.
- 👉 **Possessing, distributing, or consuming** illicit substances in company premises.
- 🚫 Access sites or controls in an altered state.

4. Prescribed 🩺 Medications

Those who take drugs that may alter alertness, reflexes or lucidity **are required to report it** to the **competent doctor**. In such cases, he may be **temporarily excluded from critical duties**.

5. Test e Screening 🧪

The company reserves the right to carry out **targeted or random checks**, in the following cases:

- 👤 **Pre-employment**
- 🌟 **Post-incident the near miss**
- 👁️ **In the presence of well-founded suspicions**
- 🎲 **Randomly**, according to current legislation / plan drawn up by the Competent Doctor

6. Consequences and Support ⚖️

Violations of this Policy will result in **disciplinary action (Internal Staff)** and **removal (External Staff)**. The Company is committed to **supporting** the worker in his or her **recovery from** conditions of dependency, promoting **reintegration** compatibly with safety needs.

7. Company 🤝 Commitment

The Company undertakes to:

- 👉 Spreading a **culture of prevention**.
- 🧠 Provide **periodic training** to all staff, including **contractors**.
- 📊 Constantly monitor and evaluate the **effectiveness of the Policy**.
- 📅 **Update the document** according to regulatory developments and operational needs.

Signed by the Senior Management Team
on 01/10/2025



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