

## ALCOHOL AND PSYCHOACTIVE SUBSTANCES PREVENTION POLICY STATEMENT

Within the framework of our corporate purpose, "**Maintaining a Better World**", from **Senior Management**, we make visible our leadership and commitment to the effective implementation of **ORION**, our **Operating Management System (OMS)**, promoting healthy lifestyles and preventing the risks associated with the consumption of alcohol and psychoactive drugs at work. In line with the above, our employees and third parties are prohibited from:

- Reporting to work under the influence of alcohol or psychoactive drugs;
- Consuming, distributing, or selling alcoholic beverages or psychoactive drugs in the administrative or operational areas where activities are performed;
- Driving or operating any vehicle or contracted equipment within the service provided to different clients, under these conditions.

Psychoactive substances are considered illegal when they produce a psychoactive effect, don't have a medical prescription, are not consumed following medical indications, and generate hallucinogenic, enervating effects or create consumer dependency.

The company is aware that both alcoholism and psychoactive substance consumption are treatable situations. Therefore, employees who consider they have problems related to these habits should promptly seek support and receive treatment guided by a professional before it negatively impacts their job performance. Additionally, the HSE Team will provide all the necessary support individually and in general:

- Promoting a culture of prevention of alcohol or drug use, through prevention campaigns and HSE management programmes.
- Implementing the Healthy Lifestyles Program as a mechanism to raise awareness about the harmful impact that the consumption of alcohol and psychoactive substances has on health.
- Carrying out tests or examinations randomly or periodically without prior notice.
- Zero tolerance to alcohol and psychoactive substances consumption at work and with the support of Senior Management, authorizing employees to stop any activity when there is evidence or suspicion of non-compliance with the provisions of this policy and to immediately report the situation to the immediate supervisor and the HSE authority in the area.

Failure to comply with the provisions of this policy, including refusal to undergo the tests or examinations mentioned above, as well as obtaining a positive result in them, is considered a labour offence and will result in disciplinary measures, including employment contract termination, in accordance with the Internal Work Regulations and the provisions of the guidelines established by the area supervisor where the event occurs.

Compliance with the provisions of this policy requires commitment and participation at all levels and is necessary to generate an organizational culture based on safety, integrity, teamwork, client focus, and excellence; our core values.

The statement of this policy is communicated and has mandatory applicability for all current and prospective employees, suppliers, contractors, visitors and other third parties who work under our operational control. It will be reviewed annually to ensure that it is relevant and appropriate. All employees are responsible for ensuring that this policy is actively implemented and they should be aware of their personal responsibility to each other, with our clients, stakeholders and communities.

Valid Signed por Reinaldo Rodriguez  
el 09-03-2023

**REINALDO RODRÍGUEZ GONZALEZ**  
Regional Vice President Latam  
March 10<sup>th</sup>, 2023

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