



Alcohol and Drug Policy

GRUPO TAMOIN, S.A. recognises that the consumption of alcohol and drugs are factors that go against the workers' safety and health, as well as against their family environment.

Aware of all responsibility before their workers, rules and criteria on **"0" ALCOHOL AND DRUGS** are set that all their staff inevitably have to follow, being the strict compliance to it, a condition of employment for all staff.

GRUPO TAMOIN S.A. in order to be in line with the strategy to go against the consumption of alcohol and drugs, establishes:

- Promoting by means of awareness activities that all the workers and those of the subcontracting companies are responsible for achieving a work environment free of alcohol and drugs.
- The inadequate use of authorised drugs and/or the use, possession, distribution or sale of unauthorised or illicit drugs in the work centre is banned.
- The possession and consumption of alcoholic beverages is strictly forbidden in the work centre, both in work areas and in resting areas.
- It is not allowed to turn up at the work centre under the influence of drugs and/or alcohol. The consumption of alcohol out of working hours, is responsibility of the workers, provided that it does not affect normal activities during the working day.
- The use of alcohol or drugs that cause, or do not cause, an inability to fulfil the individual responsibilities, will be sanctioned in accordance with the applicable agreements and law in force.
- GRUPO TAMOIN S.A. reserves the right to take actions the law in force enables, in any of the work centres, with their workers and/or subcontractors, when there are reasonable suspicions of possession or consumption of alcohol or drugs.