



# Alcohol and drug policy

The ADER Group is committed to maintaining a healthy and safe work environment for all workers and subcontractors.

The consumption of alcohol and drugs produces effects in the organism that cause alteration of physical and mental abilities, which greatly affect the safety, efficiency and productivity of the worker and subcontractor.

Therefore, it is the policy of the ADER Group to prohibit any worker or subcontractor from accessing or staying in warehouses and / or offices, if they are under the influence of alcohol or drugs or if they show signs of being under the influence of such substances.

The consumption of alcohol and drugs can have a negative impact on health and safety in the workplace, since it involves risks for both affected workers and their colleagues and third parties, therefore in the ADER Group the tolerance of the level of Alcohol and drugs is zero.

Based on this commitment and within the labor or commercial relationship, all personnel, whether hired or subcontracted, will be requested that while performing work within the facilities or on behalf of the Company, not be involved in the following situations:

- Misuse, or be in improper possession of, or manufacture, sell, distribute and / or transport alcohol or illegal drugs.
- Use drugs that require a prescription without proper evidence available that have been properly prescribed.
- Use drugs or any other substance, whether administered by prescription or not, that may adversely affect normal work performance, without notifying your supervision, medical service or HR.

- Execute work while intoxicated or under the influence of narcotics or unnerving drugs, or present oneself in a situation that, due to the effect of one and others, makes the worker inept or dangerous for the job.
- To give a positive result in alcohol or drug tests, carried out by public agencies or state security forces, in the exercise of their competencies, with the aim of detecting the influence of alcohol or drugs.
- Refusal to be subjected to such alcohol or drug tests, which will be considered as admission of guilt.
- Failure to comply with this policy by the workers and subcontractors of the ADER Group will be considered a serious offense.

Notwithstanding the foregoing, the ADER Group undertakes to implement a prevention policy on alcohol and drug use, aiming to minimize the risks generated by this situation in the workplace.

Likewise, suppliers and subcontractors working in the ADER Group operations will be encouraged to apply similar policies with respect to the employees and subsequent subcontractors they have. This policy must be managed and applied according to the regulations in force that govern each work and / or commercial contract, and in accordance with the local laws where the operation is carried out.

The ADER Group expresses its commitment to provide support in the rehabilitation process through the coordination of due care by the competent health entities.

**Jordi Iglesias**  
CEO