

## ***No drugs, No Alcohol Policy***

ITALCHEM recognizes that the abuse (or improper use) of alcohol, drugs and other similar substances by employees negatively affects their duty of efficient work performance and can have serious consequences for themselves, on the safety, efficiency and productivity of other employees and the Company.

The use, possession, distribution or sale of illicit drugs, or subject to control, not prescribed by the doctor, on the premises of the Company and on Italcem shipyards present in other companies, is strictly prohibited and constitutes a basis for an adequate action discipline until dismissal.

Employees are prohibited from using alcohol during working hours.  
The violation will result in disciplinary action.

The Management

Cusago 10/01/2024

