

## ALCOHOL AND DRUGS USE PREVENTION POLICY

AASJ, guided by awareness and prevention initiatives, has as its principle the assurance of a safe and healthy work environment for all its employees, free from the harmful effects of alcohol and drugs.

All our employees must be in a physical and mental condition that allows them to perform their activities efficiently and safely, based on appropriate behavior. Based on the aforementioned premises:

- The use, possession, distribution and sale of drugs are strictly prohibited;
- Working under the influence of alcohol and drugs is prohibited in all places where AASJ operates;
- The use of any type of medication, for therapeutic purposes, that may harm or contribute to the lack of safety in the execution of any task, should be brought to the attention of health and safety professionals.

AASJ may perform, on a preventive basis or whenever it deems necessary and in compliance with the laws in effect, tests to verify the consumption of alcoholic beverages and toxicological tests. These tests must be carried out with consideration for the dignity of the individual and the results will be assessed with respect for individual privacy.

Considering alcohol and drug abuse a pathology, a rehabilitation program may be offered to the employee identified as dependent on these substances.

Contractors and Subcontractors must ensure that their employees comply with the provisions of this Policy.

Failure to comply with the Policy will result in disciplinary action, in compliance with applicable laws and the Labor Agreement.

