

ALCOHOL AND DRUGS POLICY

The management of **TANCOMED, S.A.**, aware of the high importance of offering a quality service that meets the expectations of our customers at all times, believes it is essential to ensure a working environment free of alcohol, drugs and tobacco consumption. This philosophy is reflected in the health and well-being of people and in the protection of the goods transported and the company's assets.

This policy will come into force as soon as it is signed and published at the **TANCOMED, S.A.** premises, and will be applicable to all workers.

For these purposes, facilities are understood to be the buildings, vehicles, which are property of **TANCOMED, S.A.**

In this way:

- The use, possession and/or commercialisation of drugs, alcoholic beverages and/or tobacco, as well as the inappropriate use of psychotropic or chemical substances, both on company premises or work activities outside the company, is prohibited.
- All employees are forbidden from coming to work under the influence of alcohol, narcotics or psychotropic substances, or from consuming and/or encouraging the consumption of such substances.
- It is also forbidden to use substances that threaten one's own safety or that of other employees in the normal course of work.
- Likewise, **TANCOMED, S.A.** will demand compliance with the same from its suppliers. For this last purpose, it will inform them of its content and will require that they make it compulsory for the personnel they assign to the execution of work related to **TANCOMED, S.A.**
- The company reserves the right to carry out inspections and tests on its personnel and subcontractors at any time on the company's premises.
- Violation of this policy, as well as opposition to inspections, is considered serious misconduct, and the company will act accordingly and may take disciplinary action.

José María Castaño

Managing Director Tancomed S.A.