

## **NO ALCOHOL, NO DRUGS AND NO SMOKING POLICY**

**BCR SUPPLY COLOMBIA SAS**, has defined and established a no Alcohol, no Drugs and no Smoking policy; to prevent, improve, conserve and preserve the employees well-being and their life quality, the company will be responsible for promoting a healthy, safe and productive workplace; for its collaborators, therefore it is imperative to promote a work environment free of tobacco, alcohol and drug consumption, which respects the employees dignity and the community in which the company's activities are carried out.

The introduction, possession, alcohol use, drugs or hallucinogenic enervating substances is forbidden in the workplace due to their negative effects on the health of workers.

**BCR SUPPLY COLOMBIA SAS.**, will be responsible for promoting healthy lifestyles and work to its collaborators by developing activities to prevent problems with the consumption of tobacco, alcohol, hallucinogenic drugs, enervating substances, or create dependency substances, due to the high risk involved in their consumption, for themselves, for their co-workers and the community in general.

According to Resolution 1956 of 2008, smoking is prohibited in any of the places used by workers during the development of their work, including annexed and related places according to circular 0038 of 2010, which includes canteens, auditoriums, parking lots. , sidewalks, gardens, backyards, vehicles that workers use in the their work performance, places that are residences for some people and workplaces for others.

By signing the employment contract, the employee, once informed about the purpose of carrying out the breathalyzer tests, gives his voluntary authorization for the tests to be carried out, while he is employed in the company.

Any employee whose consumption of alcohol or hallucinogenic substances is proven will be subject to the corresponding disciplinary measures contemplated in the Internal Regulations and the Employment Contract.



**MARIELBA CONTRERAS**  
General Manager