

WHY IS AN IMPLEMENTATION POLICY NECESSARY?

Alcohol consumption implies a potential danger to the person who consumes it, a risk to physical integrity to other workers, as well as to property and facilities.

Some data:

- Absenteeism is two to three times higher in alcohol users than in other workers.
- In about 30% of accidents at work, workers who are alcohol and/or drug users are involved, also causing damage to third parties.
- The content of this policy has been drawn up by a Working Group led by the Management, the Human Resources staff and PRL, with the participation of the Legal Affairs and Medical Services areas.

Goal: ZERO alcohol, adapting to current legislation

Grupo Marco has made a commitment to carry out its activities considering people's safety and health as essential values.

Consequently, it considers that the consumption of alcohol implies a potential risk for the person who consumes it, a risk to the physical integrity of other workers.

It can also pose a risk to assets and facilities.

Training, awareness and information to workers on the negative effects of inappropriate consumption will be encouraged.

All employees, contractors and visitors are prohibited from:

- The consumption and distribution of alcohol in facilities or restaurants, when the company takes care of it.
- The realization of any work activity and the permanence, under the effects of alcohol, in the facilities.

SCOPE OF APPLICATION

To the entire Group, including subcontractor staff and guests.

PROCESS / ACTIONS TO BE TAKEN

Awareness and training of all workers in the group on the effects of alcohol in the common activities of workers.

It helps people who have addiction problems.

Sample alcohol content analyses will be carried out with the authorization of workers in the workplace, with approved equipment. Regardless of the tests, anyone with obvious symptoms of employment will not be allowed to occupy their workplace.

- Who makes them?: The PRL Department or authorized personnel.
- Where?: In the workplace.
- When?: at any time of the working day.
- Prior documentation required: Authorization of the workers to carry out the analyses.

INTERVENTION IN CASE OF POSITIVE RESULT

The human resources staff will intervene according to the legislation in force, since we are a Group of companies with different implementing regulations, each worker will be governed by the collective agreement applied.

The demerits may be:

- Serious.
- Very serious.

The sanctions may range from a warning to dismissal, this will depend on the circumstances and/or repetitions of the positive result on the breathalyzer.

If any worker wishes to obtain further information, he can go to the Human Resources Department.

ASSISTANCE

If a worker needs any kind of assistance on this topic (training, consultancy, information, support) the Group will provide it, following the needs of each request.