

Alcohol and Drug Policy

PROECO Srl is committed to provide an efficient and safe working environment for all the stakeholder, thus we declare:

- considering that alcohol and drugs consumption represents a potential safety risk in the working environment PROECO Srl prohibits any storage, use, distribution and sale, of alcohol and drugs inside company premises or field location. Employees failing to comply with any of the above standards or prohibitions may be subject to company disciplinary action including dismissal for cause as outlined in the applicable category employment contract (Italian CCNL).
- we reserve the right to conduct a medical check to verify any abuse, in line with the applicable Italian legislation (Measures issued the 18th of September 2008 linked to agreement reached during the Conference between Italian Government and Regions).
- to guarantee safety in the working environment we reserve the right to review employee's role, within the Italian legislation terms, when he/she under the effect of alcohol or drugs is not in the condition to properly execute his/her tasks which represents a safety potential risk also for the other people.
- PROECO Srl has the right to terminate an employment contract for cause whenever the verified condition, in line with the applicable law, demonstrates his/her inability to properly execute his/her tasks due to any sort of addiction to alcohol or drug.
- whoever feels addicted to any sort of alcohol or drug is invited to seek a medical aid and eventually follow up a dedicated therapy. We welcome people to monitor and eventually report their condition at the early stage to avoid negative impacts on the working capacity, efficiency and to minimize the risk for their own safety or colleagues.
- PROECO srl designated doctor is available for any query on these subjects under strict confidentiality set by Italian regulation; any support the employee may need is guaranteed by the Italian legislation for the contractual and legal aspects protecting the individuals' rights and dignity.
- we recommend avoiding alcohol and drugs even outside the working hours or duty period since effects may persists.
- PROECO Srl pays attention to these topics to prevent and mitigate issues within its organization; during any training session one portion is dedicated to highlight that the use of alcohol or drugs will impair an individual's ability to perform work safely and can increase the likelihood of developing serious physical, behavioural and health complications.
- furthermore, we ask our suppliers, contractors and partners to adhere to the herein Alcohol and Drug Policy.

Issued and Approved the 11th August 2010

Proeco srl Director



 PROECO s.r.l.