

PROHIBITED POLICY OF ADMISSION AND/OR ALCOHOL CONSUMPTION AND ILLEGAL DRUGS

FCC Construcción is an international reference company in the provision of solutions aimed at well-being citizens, the progress of society and sustainable development.

This policy seeks to protect and prevent harmful effects on our employees Health and direct or indirect collaborators, maintain safety levels in work areas, being mandatory for all Workers of FCC Construcción SA Sucursal del Perú in all work centers, for which the following actions are established:

- ✓ *Comply with the provisions of the "Regulation of Safety and Health at Work for the Construction Sector", approved by Supreme Decree No. 011-2019-TR, its modifications, the related regulations and the company's internal rules.*
- ✓ *Prohibit the alcohol consumption and/or illegal drugs within the workplace, as well as the prohibition of entering to any construction site under the influence of said substances.*
- ✓ *Prohibit the entry, possession, distribution or alcohol sale and/or illegal drugs at all FCC Construcción facilities or Consortiums in which it is a part.*
- ✓ *Prohibit the improper use of drugs without a medical prescription, personnel who consume drugs with a medical prescription must notify their immediate boss.*
- ✓ *Disseminate among its workers and contractor companies, useful information on the harmful effects produced in the individual health and social nucleus by the consumption of alcoholic beverages or illegal drugs.*
- ✓ *All workers are required to submit to alcohol and illegal drug screening tests.*
- ✓ *Carry out alcohol and drug tests directly or through third parties, when a worker or contractor is involved in a dangerous incident or accident and a relationship with their use or abuse must be ruled out.*
- ✓ *The person who detects or suspects that a worker is under alcohol influence and/or drugs, has the responsibility to notify immediately the supervisor, immediate boss or the Occupational Safety and Health (SST) area.*
- ✓ *In the event of a positive result in Alcohol and/or illegal drugs derived from an evaluation, immediately notify the Occupational Physician, Health and Safety Manager. The latter will inform the company's management.*
- ✓ *Encourage and support workers who have abuse or dependence on alcohol or drugs, to promptly follow the appropriate treatment, as it is a treatable disease.*
- ✓ *Failure to comply with this Policy in any way will be considered a serious offense, applying the pertinent sanctions.*

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