

## Alcohol and Drugs Corporate Policy

The top management of Rizzani de Eccher S.p.A. has coined a motto that significantly defines its strategic vision:

**“BUILDING THE FUTURE”**

Through these words the company defines the reference values of its work:

**Building**, in the broader definition, acting consciously in full respect of the principles for the development of a responsible and healthy working environment.

**A projection into the future**, managing the entire organization in order to generate values and a shared awareness.

Considering all these aspects, Rizzani de Eccher is strongly committed to:

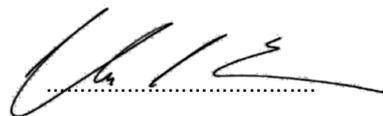
- Comply with all applicable requirements and, specifically, those related to the control of the use and abuse of drugs and alcoholic substances (inside and outside their workplaces);
- Promote its Alcohol and Drug Free vision through clear communication protocols that will involve all stakeholders in the company's activities;
- Enforce compliance with this policy to all parties involved and, where this is not possible, emphasize the vision, commitment and approach to the application of this policy;
- Prohibit the intake of alcohol and any non-prescribed substance in all its offices, construction sites and workplaces managed or during all company activities, including by introducing the necessary checks and random testing;
- Promote, also with the support of competent doctors, a healthy and safe behavior of all its staff;
- Promote programs of assistance to staff who need help because of problems or addictions to alcohol, drugs or other;
- Plan and maintain specific control activities on the elements making up this policy;
- Adopt disciplinary measures, also including the removal from specific workplaces or dismissal, in the face of any non-compliance with this policy or additional specific construction site regulations;

Through different systems and actions, the top management supervises the compliance with these principles.

This document will be adequately promoted and publicized as evidence of the vision and commitment of corporate governance.

Top Management Representative

Dott. Umberto de Eccher



REV.	DATE	DESCRIPTION
01	01.07.2022	Update