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## NO ALCOHOL AND DRUGS POLICY

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REV.	DATE	PREPARED	CHECKED	APPROVED
01	30/10/2025	F. Piemonte C-QHSE-COOR	L. Cogorno C-QHSE-DIR	E. Barbiero CEO

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## NO ALCOHOL AND DRUGS POLICY

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The Eccher Group, including Rizzani de Eccher (hereinafter "RdE") and all its affiliated companies, has the primary objective of being a point of reference, within the market in which it operates, with regards to the promulgation, management and development of health and safety and environmental issues, expanding and disseminating these principles not only within the company, but also through timely involvement and communication with customers, suppliers, subcontractors, partners, local communities, visitors and all shareholders in general.

RdE, in application of its motto "BUILDING THE FUTURE," has identified its Vision, which is to define the core values, strategies, and corporate decisions to be pursued without delay or compromise, and to ensure a healthy working environment not only for its own workers but also for all those who subcontract, collaborate, or otherwise operate within its projects.

Applied to the RdE Business sector, i.e. the management of general contractor activities for the design and construction of civil and industrial engineering works, bridges, viaducts and infrastructure works for mobility, and in application of what has already been defined within the QHSE Policy, the Top Management sets itself the following objective:

- Health and safety protection
  - Prevent workplace accidents caused by psychophysical alterations.
  - Protect workers and others from dangerous behavior.
- Regulatory compliance
  - Comply with national laws (e.g. Legislative Decree 81/08) and sector regulations.
  - Apply the provisions regarding medial surveillance and controls.
- Individual and collective responsibility
  - Promote responsible and conscious behavior.
  - Raise awareness of the impact of substance abuse on work and personal life.
- Prevention and support
  - Offer information, training and prevention programs.
  - Provide support pathways for those with addictions (e.g. access to health or psychological services).
- Zero tolerance in critical situations
  - Prohibit access to the workplace while under the influence of alcohol or drugs.
  - Apply disciplinary sanctions in case of serious or repeated violations.

In order to achieve this goal, the RdE Top Management is committed to promoting and disseminating, in a responsible and sustainable manner, what is necessary through the following actions (non-exhaustive list):

- Comply with all applicable requirements and, specifically, those related to the control of the use and abuse of drugs and alcohol;
- Promote its "Alcohol and Drugs Free" vision through clear communication protocols that involve all stakeholders in the company's activities;
- Enforce compliance with this policy by all stakeholders and, where this is not possible, emphasize the vision, commitment and approach to the application of this policy;
- Impose a ban on the consumption of alcohol or any other narcotic substance before and during any work activity;
- Promote, also with the support of the competent doctor, healthy and safe behavior among all staff;
- Promote assistance programs for staff who need help due to problems or addictions to alcohol, drugs or other substances;

- Take disciplinary action, including consideration of removal from specific workplaces or dismissal, in the event of any failure to comply with this policy and any other specific construction site regulations.

In order to maintain the ongoing effectiveness of this company policy, Top Management undertakes to constantly monitor the policy itself, ensuring periodic evaluation and any updates, when necessary.

The implementation of this policy is responsibility of all RdE workers, starting with Top Management, which has identified its principles and promotes their dissemination and compliance.

The CEO

Enrico Barbiero

