



## SISGEN S.r.l.

SEDE LEGALE E AMMINISTRATIVA:

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DEPOSITO:

Via Terlizza, 16 – 22100 Como - Italy - Tel./Fax +39 031 555365

Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM

ISO 9001 - ISO 14001



# CORPORATE ALCOHOL AND DRUG POLICY

Sisgen is committed to achieving and maintaining a safe, healthy and productive work environment for all its employees and contractors.

The purpose of this policy is to ensure the safety of all employees, workers and visitors by establishing clear rules regarding the use and possession of alcohol and drugs and to support those who have reported a problem with alcohol or drug addiction.

The use, possession, distribution, or sale on the Company's premises of alcohol and drugs is strictly prohibited, and violation is the basis for appropriate disciplinary action, up to and including dismissal, as well as appropriate reporting to law enforcement agencies.

With reference to the laws on alcohol, it is forbidden for workers who carry out the risk activities stipulated in the agreement referred to in the State-Regions Conference of March 16, 2006, to consume alcohol even before taking service, or during meal breaks, as the presence of alcohol in the blood represents an additional risk of going to work injury or causing health damage to third persons.

Alcohol testing for workers in at-risk activities must demonstrate the absence of alcohol in the blood (Blood Alcohol = 0.0)

Sisgen recognizes alcohol and drug addiction as a treatable condition.

The Company's Competent Doctor, appointed in accordance with Legislative Decree 81/08, is at the disposal of those concerned who, on an exclusively voluntary and strictly confidential basis, deem it advisable to consult him for any information on alcohol and drug addiction conditions, including for effective collaboration for the purposes of more effective recovery. Those to whom an addiction to such substances is determined, will be assisted by all the guarantees provided by current legislation, legal and contractual, and in the most absolute respect for the dignity of the person.

Sisgen reserves the right to conduct unannounced checks on the presence of drugs and alcohol on its premises.

Sisgen also requires its suppliers of works and services to adopt Policies in line with the following. Employees of Third Party Companies caught in flagrant violation of this Policy will be removed from the Company's premises and appropriate disciplinary action will be sought from their respective employers.

Sisgen agrees to communicate this Policy to each new hire and to inform all personnel of any revisions to this Policy.

Management:  
Ing. Ivan Caronti

Como, 15th september 2023

**SISGEN S.R.L.**  
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