



ALCOHOL AND DRUG POLICY

The aim of this policy is to affirm and promote our commitment to employee safety and to prevent and mitigate the risks associated with the use of alcohol and drugs in the workplace.

AGRIPALMA is committed to maintaining a safe, healthy and productive working environment for all its employees. To achieve this goal, we have implemented the following alcohol and drug policy, which must be respected by all employees, contractors and visitors to AGRIPALMA premises.

- Zero Tolerance for Alcohol

AGRIPALMA adopts a zero tolerance policy regarding the consumption of alcohol during working hours, on any of its premises, including company vehicles. Alcohol consumption is strictly prohibited in:

1. Any company workplace;
2. Working hours, including breaks;
3. Company events during working hours, unless there is prior authorization from management (such as at parties or after-hours corporate events).

- Exceptions for Medical Treatment

We understand that some employees may need to use prescription drugs that contain controlled substances or may cause side effects, including drugs containing alcohol or other components that would otherwise be prohibited. In such cases:

1. The employee must inform the Human Resources department and their immediate supervisor of the need to use the medication;
2. A medical certificate confirming the prescription and the need for the medication must be presented;
3. The company will assess the impact of the use of the medication on the employee's work activities and determine the appropriate measures to ensure safety and productivity.

- Illicit drugs

The use, possession, distribution or sale of illicit drugs on AGRIPALMA premises, during working hours or at AGRIPALMA-related events is strictly prohibited. Any violation of this rule will result in severe disciplinary measures, including possible termination of employment.



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- Alcohol and drug testing

AGRIPALMA reserves the right to carry out alcohol and drug tests in specific situations, such as:

1. Accidents at work, if necessary;
2. Reasonable suspicion of use of prohibited substances;
3. As part of a disciplinary investigation, if necessary;
4. Random testing, if provided for in a contract or regulation.

- Consequences of Non-Compliance

Failure to comply with this policy may result in disciplinary action, which may include:

1. Formal warning;
2. Suspension;
3. Termination of employment.

- Support for Employees

AGRIPALMA encourages employees facing problems related to alcohol or drug use to seek help. The Human Resources department can provide information on available assistance and support programs. AGRIPALMA will maintain confidentiality and support employees who seek help, provided they take the necessary steps to deal with the problem.

- Review and Changes

We promote the analysis and continuous improvement of our activity, with a view to improving our performance in all areas that contribute to the success of our organization: processes, people and the environment. This policy is communicated to all Agripalma employees and made available to all external stakeholders who request it.

This policy will be reviewed periodically and may be amended as necessary to take account of legal or organizational changes.

Agripalma Company. August 20, 2024

Director General

NICOLAS BERGEROT