



## ALCOHOL AND DRUG POLICY

At Flargent when we “render end-to-end technology solutions for engineering, design, manufacturing and assembly of equipment and related services,” our top priority is to keep our people safe and healthy while doing their jobs.

Alcohol or drug consumption affects people’s capabilities.

With this in mind, the purchase, consumption or storage of any type of substance that may alter a worker’s capabilities is forbidden, as their own and other people’s physical integrity, mental health and work can be at jeopardy.

Thus, Flargent commits to:

- Raising awareness and engaging everyone across the organization to comply with this Policy and the resulting provisions.
- Educating workers on the effects of using and abusing substances such as alcohol and drugs.
- Raising awareness among workers about the difference between using prescription drugs as part of a treatment and at their own will.
- Analyzing drug use on a case-by-case basis and supporting the worker in need.
- Checking workers regularly for substance use across the company, regardless their position or the hierarchy.
- Handling workers' information in this regard as strictly confidential.
- Communicating this Policy to all workers and contractors.
- Defining corrective actions for breaches of any of the provisions herein.
- Integrating this Policy into work management duties, with the managerial functions leading by accountability.

Buenos Aires, December 2016

  
Andrés Carosio  
Director General