

DRUG AND ALCOHOL POLICY

PIR Group is committed to a safe, healthy and productive workplace for all employees.

PIR Group recognises that alcohol, drug, and other substance improper use or abuse by employees may impair their ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of other employees and the PIR Group as a whole.

The use of alcoholic beverages, drug and similar substances is strictly prohibited during the working time. It is furthermore recommended that, consistently, the employees do not use these substances also outside the working time, if their effects can continue during the subsequent working activity.

Also possession, distribution or sale of illicit drugs, subject to control and unprescribed, on PIR Group business or premises are strictly prohibited and are grounds for adequate disciplinary action, up to and including termination of employment.

PIR Group recognises alcohol and drug dependency as a treatable condition, in accordance to all ongoing provisions (legal and labour-contractual).

In case of alcohol or drug dependency it is necessary to seek medical advice and to follow appropriate therapeutic treatment promptly before it results in job performance problems and have dangerous effects on its personal/other employees/third parties safety and on the company's facilities safety as well.

The PIR Group Doctor will assist any interested employee, who, voluntarily and in a strictly confidential way, is seeking advice and assistance in getting appropriate treatment. Those employees who act accordingly will receive disability benefits in accordance with all ongoing provisions (legal and labour-contractual) and with full human respect.

Except what provided in the next paragraph, in case dependency of an employee to alcohol or drug, even if not affecting his ability to work, may create unsafe situations in the performance of certain assignments of his job, such as however to potentially cause adverse effects on its personal/other employees/third parties safety and on the facilities safety as well, the company, being legally committed to provide due safety in the workplaces, whenever possible, may evaluate the option to assign the interested employee to other tasks in accordance with the ongoing provisions.

The employee's unfitness to practically perform the assigned tasks, as evidenced in accordance with the provisions and resulting from dependency to alcoholic beverages or drug, even if subsequent to medical treatment, can represent a valid ground for termination of employment.

PIR Group may require to its contractors to adopt a similar policy.

In view of all the above, PIR Group will require to respective employers or their equivalents and/or to the competent authorities the removal from company premises of personnel of third parties that may create unsafe situations as above-mentioned.