

## ALCOHOL AND DRUG CONSUMPTION PREVENTION POLICY

Aware of the fact that consumption of Alcohol and Drugs is harmful to the company, its workers and their families, OSSA is not indifferent to this matter nor does it adopt a passive role with regards to these serious problems. It therefore intends to eliminate the detrimental effects of consumption of alcohol and drugs from the workplaces as these increase the risk of accidents, affect the quality of the work performed and gradually deteriorate the person, affecting the stability of their family and work life.

- The company has a **ZERO TOLERANCE** policy to the consumption of **ALCOHOL** and **DRUGS** among its workers in the workplaces, in any of its installations and on the routes to and from these installations.
- The consumption, introduction, possession, sale and distribution of drugs and alcohol is strictly **PROHIBITED** to all the company's employees.
- Any worker who is under the effects of alcohol or drugs must leave the company premises **IMMEDIATELY** in order to reduce the risk of injury to them, to other workers and damages to the property.

The company will have a system of random controls based on individual representative samples in order to ensure the effectiveness of this policy, compliance with which is compulsory for all employees.

OBRAS SUBTERRANEAS, S.A.'s continuous commitment to protect our employees' integrity and health means that we assume a commitment to develop continuous training, disseminating and providing educational and awareness information, focusing on the Prevention of Consumption of Alcohol and Drugs.

Consumption of alcohol and drugs in the workplaces and/or arriving for work under their effects, affecting safety, performance in the work and which may harm the employee's health and safety must be treated as a serious breach of conduct and result in disciplinary action.

  
Madrid, 22 June 2017  
**Mr. Carlos Puente Costales**