

## ALCOHOL AND DRUG CONSUPTION PREVENTION POLICY

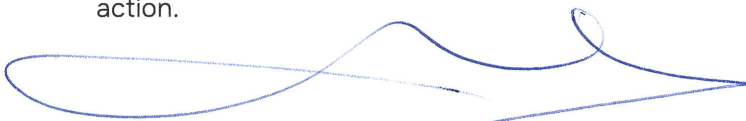
OSSA is aware of the fact that consumption of Alcohol and Drugs is harmful to the company, its employees, and their families, and is not indifferent to this matter, nor does adopt a passive role with regards to this serious problem. Therefore, OSSA intends to eliminate the detrimental effects of alcohol and drugs consumption from the workplaces as these increase the risk of accidents, affect the work quality, and gradually deteriorates 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 work sites and on the routes to and from these work sites.
- The consumption, introduction, possession, sale and distribution of drugs and alcohol is strictly **FORBIDDEN** to all the company's employees.
- Any worker who is under the effects of alcohol and drugs must leave the company premises **IMMEDIATELY** to reduce the risk of injury to him, to order workers and damages to all employees.

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

OSSA's continuous commitment to protect our employees' health and safety means that it assumes a commitment to develop continuous training 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 employees' health and safety must be treated as a serious breach of conduct resulting in a disciplinary action.



**In San Sebastián de los Reyes (Spain), on May 06, 2025**  
**Mr. Carlos Puente Costales**  
**President**