

## ALCOHOL AND DRUGS USE PREVENTION POLICY

AUSTRAL INTEGRATED SERVICES INC, recognized that both drug addiction and alcoholism are factors that undermine welfare and social and family safety in all its dimensions. Aware of all responsibility to its employees, society and the environment, it is necessary to emphasize safety in all its aspirations.

AUSTRAL INTEGRATED SERVICES INC, recognizes that excellence in managing health, safety and environmental responsibilities is essential to long term success, in view of the above, the Presidency considers establishing standards and criteria for prevention of the use of Alcohol and Drugs; That all employees must inevitably follow their strict compliance and in addition, is a condition of employment for all staff of the company.

AUSTRAL INTEGRATED SERVICES INC provides:

1. Implement and maintain an assistance program on hazards and damages generated by alcohol and drug intake.
2. The prohibition of inappropriate use of authorized drugs and/or the use, possession, distribution or sale of unauthorized or illicit drugs.
3. Prohibit the possession and consumption of alcoholic beverages and drugs in work areas.
4. In order to safeguard the common good, the environment and safety in general, any person who has been tested with a positive result may not drive any vehicle or use tools until he has fully completed his rehabilitation treatment.

AUSTRAL INTEGRATED SERVICES INC reserves the right to conduct alcohol and drugs tests at any time; The employee agrees to collaborate with them, and the same examinations may be carried out in the event of suspected violations, incidents or accidents. The results will be kept confidential. AUSTRAL INTEGRATED SERVICES INC may penalize workers whose examinations are positive including dismissal with cause in case of seriousness of the infraction.

The application of this Policy is immediately upon communication to the staff.



Ewert H. Muñoz  
AISI President