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ALCOHOL, TOBACCO, AND PSYCHOACTIVE SUBSTANCES PREVENTION POLICY

UZIVO S.A.S., aware of the importance of establishing a policy to reduce the consumption of alcohol, tobacco, and other psychoactive substances (PAS), assumes a position of disease prevention and health promotion through the development of healthy lifestyle habits, whose main objective is to promote the workplace well-being of employees. This policy will be made known to all personnel associated with UZIVO S.A.S. so that it is complied with. The measures established to meet this objective are:

- The consumption of tobacco, alcohol, or any type of psychoactive substance is prohibited within the facilities of UZIVO S.A.S. or at any location where employees are carrying out work-related duties, as well as the possession and/or sale of such substances.
- Employees are prohibited from reporting to work or performing their duties while under the influence of alcohol or any psychoactive substance.
- Employees who are taking any medication that may interfere with their ability to safely and efficiently perform their regular job duties must report it in advance to their immediate supervisor.
- The possession, use, distribution, or sale of alcoholic beverages on the company's premises is not permitted.
- No employee may operate vehicles or any means of transportation during working hours while under the influence of alcohol, drugs, psychoactive substances, or medication that may impair their ability to work safely.
- All employees associated with UZIVO S.A.S. must participate in the various promotion and prevention activities scheduled regarding the non-use of any type of psychoactive substance.
- Violation of any provision of this Policy constitutes serious misconduct and may result in termination of the employment contract without any right to compensation.
- The prevention of alcoholism, smoking, and drug addiction is part of the Occupational Health and Safety Management System; therefore, this Policy shall be communicated during the induction process for all employees of UZIVO S.A.S.



Arch. Korina Araujo Krizmanić
CEO & LEGAL REPRESENTATIVE
UZIVO S.A.S.