



## ALCOHOL AND SUBSTANCE ABUSE POLICY

**The use of alcohol and substance abuse at work is subject to company regulations; it impairs performance and constitutes a serious threat to health and individual safety.**

In order to eliminate these risks and to maintain a healthy and safe workplace, Bolloré Logistics will ensure that the introduction, use, distribution or sale of alcohol within company premises or whilst performing any company related activities, is strictly regulated (prohibited in the case of illegal drugs).

While under the influence of alcohol or drugs, Bolloré Logistics employees would be strictly refused entry to the workplace. This also applies to external providers who will not be able to access or stay in Bolloré Logistics' premises.

Any employee showing signs of alcohol dependence or drug addiction identified in particular during medical examinations may be subject to a specific medical follow-up by relevant services.

Bolloré Logistics reserves the right to conduct alcohol and substance abuse testing on its personnel at any time subject to local applicable legislation and company regulations.

Bolloré Logistics recognizes alcoholism and substance abuse dependency as a serious threat to health and is committed to implementing regular preventive actions regarding the use of alcohol and substance abuse.

It is the responsibility of each manager to implement this policy in his or her area of accountability.



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December 13<sup>th</sup>, 2021



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