The Management of E.QU.A. S.r.l. is committed to creating and maintaining a safe, healthy and productive work environment for all of its employees.

E.QU.A. S.r.l. is aware that the use of alcohol, drugs and/or other similar intoxicating substances by its employees during work time negatively impacts on work performance and may carry grave consequences.

- The use, possession, distribution or sale of intoxicating substances is strictly prohibited in any place of work: inside, outside or in the immediate vicinity of the operative base, at any work site of Client operations or during transfer to, or from the same aforementioned. The Company's Management reserves the right to immediately terminate any position given or responsibility entrusted to any employee who is found to be under the influence or in possession of an intoxicating substance. Furthermore, The Management will commence legal proceedings to file charges against any employee found to be in possession of, or under the influence of any intoxicating substance during any period in which they are under the employment of or representing E.QU.A. S.r.l. However, E.QU.A. S.r.l. supports and encourages any employee suffering from substance dependence to immediately seek and undertake treatment for detoxification.

- It is prohibited to use or partake of alcoholic beverages during the hours of word. The violation of this regulation will carry disciplinary actions. Likewise, E.QU.A. S.r.l. supports and encourages any employee suffering from alcohol dependence to immediately seek and undertake treatment for detoxification.

- It is strictly prohibited to smoke in any place inside the structures and or facilities of E.QU.A. S.r.l. including the offices, workshop and store areas. The same is applicable to any enclosed structure pertaining to the worksites including company cars. Furthermore, it shall be assumed, and subsequently penalised accordingly for any transgression, that it is strictly prohibited to smoke in all client facilities, where it is not expressly stated to the contrary.

- The Company's Management reserves the right to conduct at any time, without prior notice any controls deemed necessary to investigate and control the presence of alcohol and drugs on its premises. The Company reserves the right to effect the same control to any third party working for or on behalf of E.QU.A. S.r.l.

The Company's Policy pertaining to Alcohol, drugs and intoxicating substances is communicated and distributed to all internal and external personnel via email, official notice posting on the Company's in-house notice board and on its own website to ensure its continued recognition and application. The Policy is made readily available to any person who requests it.

It is responsibility of the Company's Management to revise and update the contents of this policy, in order constantly to reflect any alteration of internal or external political or legal regulations.

The President
SALVATORE SABATINO