

# POLICY ON PREVENTION OF ALCOHOL AND DRUGS

**MECAINSA SL prohibits ownership, use, distribution and sale of alcohol or illicit (or subject to control and not prescribed by the doctor) at the premises of the company and the drug works where she works, aware of the fact that consumption of alcohol and drugs represents a danger to security in the workplace.**

Dependence is defined as "a situation produced by the repeated consumption of a substance, and characterized by a psychological and physiological need, to the point of constantly interfere with life, health, safety and the work of the person."

In order to raise awareness of this problem to do these reflections:

- Nobody is safe from suffering some kind of addiction.
- The effects of addiction affect all areas of the person and their environment.
- Only when it is recognized that there is an addiction, you can begin to solve.

The MECAINSA SL management, has decided to establish a policy on alcohol and drugs, to preserve and improve the welfare of the people who make your team. Promote healthy lifestyles for staff to maintain a good quality of life, allow adequate performance and will undoubtedly result in a continuous improvement of the competitiveness of the company.

The effect of consumption of alcohol and / or drugs impairs job performance and is a real threat to people's health, safety and productivity of the company. Therefore MECAINSA SL will ensure that all persons composing recognize this threat, increasing information about this problem and its consequences.

In order to fulfill this commitment and being aware that the consumption of beverages with alcohol and / or drug use affect job performance, the MECAINSA SL management set the following policy, with the aim of preventing and help the , not to punish, and therefore announced that:

- Preventing dependence of workers of these substances, providing a space to information on the harm of alcohol and drugs during some training sessions / information reserves, particularly on diseases due to the use or abuse of these substances.
- It is the responsibility of each person while making sure that their work is not under the influence of alcohol or drugs, which could negatively influence their behavior and development of their activity.
- Likewise, the consumption of beverages with alcohol and / or drug use in the private life that transcends publicly mode altercations, accidents or domestic violence will be considered a reprehensible behavior and therefore contrary to the guidelines MECAINSA SL.

MECAINSA SL recognizes that alcohol dependence or drug is a medically treatable condition, so are requested to consider those who are dependent on such substances are advised to consult a doctor and follow an appropriate therapeutic treatment.