

## **POLICY ON ALCOHOL AND DRUG**

Termisol Termica B.V. is interested in maintaining a safe, healthy and productive work environment for all employees. Therefore the Company recognizes that the abuse of alcohol and drug use and / or similar substances by employees, negatively affects their job performance and may bring to serious damage and serious consequences on health and safety, on work efficiency and productivity, for themselves, their colleagues and third parties, as well as damage to goods and business equipment and / or third parties. In any workplace of Termisol Termica B.V. is strictly forbidden the improper use of medicines or the use, the possession, the distribution or selling of alcohol and illicit drugs therefore those subject to the control and not prescribed by a doctor.

This policy despite explicitly refers to alcohol and drugs is meant to refer to all the other forms of substance abuse, including inhalants. During the work is forbidden to drink alcoholic beverages or similar substances. It is also recommended that, consistently, employees will avoid the assumption even outside of the working period if the effects consequent to the assumption can persist during the subsequent job performance.

It is also absolutely forbidden to take both drugs while on the job and outside of it.

The Company recognizes the dependence on alcohol and drugs as a treatable condition, therefore, those who consider themselves to be dependent on the above-mentioned substances, are advised to seek medical advice and follow an appropriate therapeutic treatment, and it is important that this happens without delay and before that their condition may constitute a danger to the safety of their own, work colleagues or third parties.

Termisol Termica B.V., shall carry out checks for alcohol's and drug's abuse, for the employees with specific work tasks for which, according to the legal regulations in force, they must be subject to medical examinations by specific screening tests.

Particularly in relation to alcohol are subjected to tests all company employees, with the exception of administrative employees. Medical examinations for the diagnosis of drug dependence affects employees assigned to the conduction of vehicles which require the possession of specific categories of driving license, the employees involved in the driving of machines for the handling of materials and employees involved in the driving and maneuvering of equipment for elevating and lifting work.

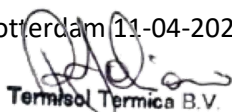
Medical investigations mentioned above are performed, when allocating the personnel to the specific task, on the occasion of medical assessment pre recruitment, and at periodic examinations. These medical assessments are carried out as required by the health protocol defined by company's occupational health doctor, and in compliance with mandatory procedures established by law.

In order to ensure greater effectiveness of the health checks of diagnosis of drug dependence and alcohol abuse, in agreement with the occupational doctor, and in accordance with the procedures established by the law, the Company performs the medical examination mentioned above also in a "unscheduled" manner and in a "surprise" way and in any case without notice by random selection criteria of the personnel.

Termisol Termica B.V., further, reserves itself the right to checks on the presence on its premises, of drugs or alcohol without prior notice.

Termisol Termica B.V. encourages its contractors and providers of goods or services to adopt and make their own similar policy.

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Termisol Termica B.V.

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