



CLERICI TESSUTO

**Policy against the use  
of alcohol and drugs  
in the performance of work  
activities**



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The Clerici Tessuto Group is committed to creating well-being and promoting a safe, healthy and productive working environment for all its employees.

The aim of this policy is to ensure the safety of all employees, workers and visitors by establishing clear rules regarding the use and possession of alcohol and drugs and to support those who have reported a problem with alcohol or drug addiction.

The Company considers it detrimental and contrary to its values to work under the influence of alcohol, narcotics or substances having a similar effect on the mind or body and to use or dispose of narcotics for any reason in the course of employment.

The Group recognises that the abuse of alcohol, drugs and similar substances by its personnel adversely affects work performance and can have serious detrimental consequences for employees, safety, the environment, efficiency and productivity.

The use, possession, distribution or sale of illegal or controlled and non-medically prescribed alcohol and drugs on company premises and sites is strictly prohibited and will be grounds for disciplinary action.

The Clerici Tessuto Group recognises that addiction to alcohol and drugs is a treatable condition. Those who believe themselves to be addicted to the above substances are urged to seek medical advice and appropriate therapeutic treatment without delay, before their condition can adversely affect their ability to work and be a danger to their own safety, that of their colleagues or third parties, as well as to the safety of the plant.

The Company's Competent Doctor is available to those who wish to consult him for any information, on a strictly voluntary and confidential basis. The Competent Doctor may also be consulted for the purpose of effective collaboration in order to make recovery more effective, on the understanding that those who so declare will be guaranteed confidentiality in accordance with the legal and contractual provisions in force, with the utmost respect for the dignity of the person.

If the employee's state of dependence on alcoholic or narcotic substances is such that, while not entailing an inability to work, it nevertheless constitutes a danger in the performance of particular tasks that are the object of the service due, to his own safety or that of his colleagues or third parties and to the safety of the plants, the Clerici Tessuto Group, also in the exercise of the legal obligation to provide safety in the workplace, reserves the right to change these tasks within the limits provided for by law.

The consumption of alcoholic beverages, drugs or similar substances is prohibited during work. It is also recommended that, consistently, employees avoid taking them even outside of work if their effects may persist during subsequent work.

The Clerici Tessuto Group reserves the right to carry out unannounced checks on the existence of drugs and alcohol on its premises, as well as to request the respective employers or the competent authorities to remove from its premises any third party personnel who find themselves in a condition constituting a risk as outlined above.

The Clerici Tessuto Group will require its work and service contractors to adopt a similar policy.

This Policy is:

- established by management and appropriate to the context of the organisation and its strategic objectives;
- reviewed annually to determine its appropriateness;
- overhauled if necessary;
- available to the public, interested parties and all personnel through publication on HRPortal and the website <https://clericitessuto.it>

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The Management

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