



ALCOHOL AND DRUG USE CONTROL POLICY

This policy aims to instruct employees on the control of alcohol and drug use and its impacts inside and outside the workplace. DLC Group believes that the improper use of alcohol and drugs increases the risk of accidents at work, reduces good physical, emotional and psychological capacity, compromises professional and personal relationships, as well as compromising the individual's productive capacity.

With the aim of preventing the damage mentioned above and contributing to a healthier and safer society, the DLC Group has defined the following principles:

- 1.** It is forbidden to carry, use or distribute alcohol and/or drugs or any other substances with hallucinogenic properties within the company's premises or on the facilities of our clients and partners.
- 2.** Use of substances proven to be prescribed by doctors, which do not alter the employee's capacity for perception and judgment, will be permitted as long as it are formally communicated to the QHSE department in advance.
- 3.** DLC Group supports the prevention and treatment of its employees who find themselves in a situation of chemical dependency by acting with: internal orientation and information campaigns, identification of cases, individualized orientation, referral and monitoring for treatment in National Public Institutions or Non-Governmental Organizations (NGOs) for Assistance to Chemical Dependents, in accordance with the assumptions of the Federal Government's National Drug Policy (PNAD).
- 4.** An employee's refusal or neglect of treatment will exempt the DLC Group from keeping them in employment and may result in its dismissal.
- 5.** DLC Group guarantees all its managers the authority to fully apply this policy in all its business units.

A handwritten signature in blue ink, appearing to be "LAC", written over a horizontal line.

Luiz Antônio Caporali
CEO



ACKNOWLEDGEMENT

I registered with the Individual Taxpayer under no. am aware that I have received, read and agree with the terms of this policy delivered and explained by the DLC Group.

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(employee's signature)