



CONSTELLATION

Prevention on Undue of Alcohol and other Drugs Policy

Constellation, ruled by its principles of safety and by acknowledging its social responsibility, establishes the Prevention Program on Undue Use of Alcohol and other Drugs in order to apply it to all its areas of operation.

Company believes that all its employees, contractors, clients, contractors of clients, temporary staff, interns, youth apprentices and service providers must be able to perform their activities efficiently and safely, aware that the use of alcohol and other drugs in a work place, during the working time or within the rest periods presents serious risks to worker safety and health and the Company's property.

Possessing, distributing, selling, producing, consuming or using psychoactive substances on company property or in a work place, during working time or within the rest periods shall be strictly prohibited, as well as on means of transportation provided by the company, when traveling from or to the worksite.

Any **Constellation** employee involved in illegal drug activity or determined to be using of possessing, or to be impaired by illegal drugs or alcohol in the workplace, during the work time or during the rest period, shall be subject to immediate disciplinary action up to and including dismissal.



Rodrigo Ribeiro
Chief Executive Officer | CEO