

Prevention of Alcohol and Drugs Use Policy



STRACON Group has established an alcohol and drug policy to enhance, and preserve the wellbeing of employees, suppliers, contractors, and visitors, promoting proper performance and competitiveness among personnel, as well as encouraging healthy lifestyles.

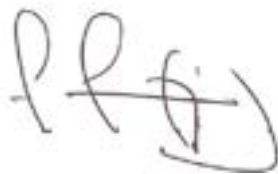
The consumption of alcohol and drugs has a negative impact on health and safety in the workplace, as it poses risks to the affected employees, their colleagues, and third parties.

Based on this commitment and within the scope of the employment relationship, the entry of alcoholic beverages and drugs into the workplace is prohibited, and no person will be allowed to enter or remain on our premises while under their influence.

Likewise, the use of prescription drugs without available evidence that they have been properly prescribed is prohibited.

STRACON Group is committed to conducting random monitoring in its offices and projects.

This policy is supported by STRACON Group's Integrated Management System, which is maintained, audited, and periodically reviewed for ongoing suitability.

A handwritten signature in black ink, appearing to read 'John Tamayo Ortega', positioned above a horizontal line.

John Tamayo Ortega
**Executive Vice President
& Country Manager - Peru**



Lima

Av. Santo Toribio 143 Ofc. 401
San Isidro, Lima 27
Peru
T. (511) 208-0230

Santiago

Reyes Lavalle 3340 Ofc. 501
Piso 5, Las Condes
Chile

Toronto

Royal Bank Plaza, South Tower Suite 2301
200 Bay Street M5J2J1
Canada

ST.AG.PO.009**Version: 00****Date: 01/04/2024**