

NO ALCOHOL, NO DRUGS AND NO SMOKING POLICY

GEOTEC S.A.S has established a policy of no alcohol, no drugs and no tobacco; To prevent, improve, conserve and preserve the employees well-being and their life quality, the company will be responsible for promoting a healthy, safe and productive workplace; For its employees, it is therefore imperative to promote a work environment free of the tobacco, alcohol and drugs consumption, which respects the employees dignity and the community in which the company's activities are developed.

The introduction, possession, use of alcohol, drugs or enervating hallucinogenic substances is prohibited in the workplaces due to their negative effects on the health of workers.

GEOTEC S.A.S, will be responsible for promoting healthy lifestyles and work to its employees by developing activities to prevent problems of tobacco, alcohol, hallucinogenic drugs, enervating substances consumption or that create dependence, due to the high risk involved in their consumption, for themselves, for their co-workers and the community in general.

According to 1956 Resolution of 2008, smoking is prohibited in any of the places used by workers during the development of their work, including annexed and related places according to circular 0038 of 2010, which includes dining rooms, auditoriums, parking lots, sidewalks, gardens, patios, vehicles that workers use in the performance of their work, places that are residence for some people and workplace for others.

By signing the employment contract, the employee, once informed about the purpose of carrying out the breathalyzer status determination tests, gives his voluntary authorization for the tests to be carried out, while he is in a working relationship in the company.

Any employee in whom alcohol or hallucinogenic substances consumption is verified, will be applied the corresponding disciplinary measures contemplated in Internal Regulations and the Employment Contract.



DAVID ENRIQUE CARIDAD BOHÓRQUEZ
REPRESENTANTE LEGAL