

## ALCOHOL, TOBACCO AND DRUGS CONSUMPTION PREVENTION POLICY

DG-PLT-02

TUBULAR RUNNING & RENTAL SERVICES S.A.S, considers it vitally important to maintain a healthy and safe work environment for its employees and third parties. For this reason, it prohibits the possession, sale and/or consumption of alcohol or any drug or narcotic within the company's facilities, work areas related to operations, during mobilizations for operations and company vehicles, as well as arriving to work under its effects which constitutes just cause to end the employment relationship.

The company reserves the right to carry out tests, inspections or unannounced searches looking for alcoholic beverages, drugs, hallucinogenic substances, unnerving substances or those that create dependency; We may also require employees to undergo random medical evaluations or laboratory examinations after accidents or significant incidents or when there are grounds for suspecting the misuse of alcohol, drugs, hallucinogenic substances, unnerving substances or those who create dependency, with in order to guarantee the compliance of this policy; and non-acceptance by employees, will be taken as non-compliance.

Smoking is also prohibited in closed public areas, offices, restrooms, warehouses, work areas, trucks, etc., in order to maintain clean, breathable air for Non-smokers.

TUBULAR RUNNING & RENTAL SERVICES S.A.S, in order to ensure the integrity of its employees, sub-contractors, customers and stakeholders, of its own and external teams; may end the work relation with the person who does not comply with this policy.