

DRUGS, ALCOHOL AND OTHER SUBSTANCES POLICY

Mozambique Logistics & Equipment Vendor SA - MOLV, SA, is constantly concerned with the well-being and safety of its stakeholders, therefore, following its safety motto “For a safe workplace free from the influence of drugs or alcohol”, undertakes to identify and fully comply with the requirements of its Management System based on the ISO 45001:2018 normative reference. The following must also be complied with by all interested parties:

- Do not present yourself or attempt to present yourself at the workplace or at the place where customer service is provided, when incapable due to alcohol or drugs (whether illegal or not) or substance abuse;
- Do not present yourself or attempt to present yourself at work or at the place of service in possession of alcohol or drugs;
- You must not provide alcohol or illegal drugs to others in the workplace or at the place where customer service is provided;
- You must not consume alcohol and drugs or abuse any substance while at work or in the place where you provide customer service;

All employees will be treated in a consistent and fair manner, in accordance with this policy. If any employee has a problem with alcohol or drugs, MOLV is committed to supporting and helping with treatment. All matters relating to alcohol and drugs will be treated confidentially.

MOLV reserves the right to request tests for intoxication or consumption of illicit drugs, in any situation in which the interested Party is involved in an accident and/or presents suspicious characteristics or attitudes.

The Company's alcohol and drug policy applies to all MOLV stakeholders, and alcohol and drug misconduct will be addressed with disciplinary consequences.

MOLV ensures the periodic review, implementation, maintenance, communication and understanding of this Policy by all its interested parties, whenever deemed necessary.

Victor Manguele

Managing Partner

Maputo, 23th November 2023

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