

Elettra Progetti & Servizi is committed to realize and maintain a safe, healthy and productive working environment for its employees.

The Company officially recognize that the abuse (as well as the wrong usage) of alcohol and illegal drugs from the employees, negatively affect their work performances and it might have serious outcome for themselves and for the safety, productivity and efficiency of employees of other Companies.

The use, possession, distribution, sale or purchase of either illegal drugs and substances bought under medical prescription on Company Properties is prohibited and it may be subject to appropriate disciplinary action including termination.

The ones who are believed to be addicted to the above mentioned substances are heartily recommended to go to their Medical Doctor as well as undertaking an appropriate assistance program before their condition physically and mentally affected the work productivity and be a danger for their own safety, the colleagues' and others, as well as the plants and machines safety.

The Company officially recognize alcohol and drugs addiction as a curable condition.

The Company Health Office is available, on a volunteer and confidential basis, for whom who want to have any clarification of a possible collaboration with the aim of a more effective recover, being understood that the possible subjects of these addictions will be helped from their work guarantee as well as the maximum personal respect.

With the exception of the following point, in the case in which the employee addiction to alcohol and drugs might be a danger in particular tasks (even if it doesn't completely prevent him/her from working) towards colleagues or others, the Company, also legally responsible for the workplace safety, allow itself to change the above mentioned tasks, under the limits provided for Law.

The employee's unfitness on his/her duties and skills, ensured by Law and derived by the alcohol and illegal drugs addiction, even subsequent to medical assistance, may be subject to termination.

During the working time the use of alcohol and illegal drugs is prohibited. It's also strongly suggested not to use them out of the working time, in case their effects last during the following working performance.

The Company can implement a drug testing program when appropriate and without forewarn, checking the presence in its working rooms and requesting its Managers or Police the ousting of the personnel coming from other Companies, in case they were a danger.

The Company shall ask to its contractors to assume the same behaviour.

The Management