

Substance Abuse Policy Statement

Alfen B.V. and Alfen ICU B.V. (“Alfen” or the “Company”) have the mission to boost the energy transition by engineering, manufacturing, integrating and connecting high quality energy solutions that are innovative, reliable and smart.

Alfen realizes that substance abuse impairs the health, safety and productivity of our employees. Substance abuse problems result in unsafe working conditions for all employees, sub-contractors and customers.

Alfen is fully committed to ensure a healthy, safe, and productive work environment which is free of substance abuse. Therefore, Alfen has a **ZERO** Tolerance policy with respect to the use of illicit drugs or other controlled substances in the work environment. Substance abuse problems in the context of this policy statement are defined as the behaviors resulting from the misuse of alcohol, illicit drugs or other controlled substances which harm or have the potential to harm the person’s actions, other people and the environment.

Being under the influence of alcohol or an illicit drug, or in an impaired condition constitutes a violation of this Substance Abuse Policy, while:

- Working or reporting to work, or
- Conducting company business, or
- Being on Alfen premises, or
- Driving in an Alfen-owned, leased or rented vehicle

Consequently, disciplinary actions will be taken up (from termination of employment to disciplinary warning) pending on the severity of the violation.

The consequences apply as well when using, selling, purchasing, transferring, possessing, manufacturing, or storing an illicit drug or drug paraphernalia, or attempting or assisting another to do so on Alfen premises.

The use by individuals of prescription drugs which are being used in the manner prescribed and is reported to the relevant Alfen Management is allowed as long it does not affect the individual’s health, safety and productivity.

Alfen recognizes that dependence on alcohol and/ or drugs can be successfully treated and encourages employees with substance dependence to assume ownership of gaining control over their dependence. Employees seeking advice in respect to a (emerging) substance dependency or struggles with alcohol or drug use are assured that such information shall remain confidential.

Chief Executive Officer Alfen

M. Roeleveld

October 2020



Signature