



ZERO DRUGS POLICY

RELIANT has established this policy on drugs use. This policy applies to all employees, suppliers, and visitors to maintain a safe workplace free of drugs.

- 1 All our employees, suppliers, and visitors are responsible for not being under the influence of alcohol or any other drug to any level [zero level of drugs], or any medicine that may adversely affect their behavior or jeopardize their health, physical integrity, and/or that of others, when they enter, during their work service, and during their stay in the facilities. Non-compliance with this established policy is considered a serious misconduct and it will be cause for definitive disengagement from the company.
- 2 The marketing, entry, or possession of alcohol or other drugs on the company's facilities [Head Office and Sites] is strictly forbidden.
- 3 All our employees are required to pass the alcohol test, toxicology, or other controls on the opportunities and under the means provided by the company and our respective clients.
- 4 If the employee refuses to have any test or control, he/she will be acknowledging his/her fault and his/her result will be considered positive.
- 5 All our employees, suppliers, and visitors are obliged to know and comply with the above provisions.

The compliance with this policy will be subject to the imposition of administrative and/or disciplinary sanctions that are fixed and applied by RELIANT in accordance with the respective legislation.

Kitwe, 10th September 2019

A handwritten signature in black ink, appearing to read "Jerson Huamani".

Jerson Huamani
Director
