# Alcohol and Drug Policy

YABIMO is determined to provide its employees with a safe, proper, and healthy working environment. YABIMO recognizes that being under the influence of alcohol or drugs at work is a threat to the health and well-being of employees, customers, and visitors. YABIMO encourages employees who experience alcohol or drug-related issues to take advantage of available, appropriate, professional support and therapy.

To ensure a safe, proper, and healthy working environment, Yabimo undertakes to:

● All employees at YABIMO - regardless of the type of contract, as well as those employed at Yabimo customers,

● Subcontractors working at YABIMO,

● Guests staying at YABIMO,

to comply with the established alcohol and drug policy (hereinafter: A&D Policy). YABIMO undertakes to familiarize with the A&D Policy, each of the groups listed above. The policy is one of the integral internal documents of the company, it is also available on request.

The A&D policy is linked to other internal policies and procedures of YABIMO and YABIMO clients that have an impact on the implementation of alcohol, drugs, and health and safety policies. The A&D policy takes into account and complies with existing Polish and foreign legislation, and also refers to relevant legal liability provisions.

The A&D policy is the property of YABIMO. No part of the document may be reproduced, altered, stored in a search system, or transmitted in any form, electronic, mechanical, photocopied, recorded, or otherwise without the prior written consent of YABIMO.

Michał Olesiński

The President of the Board & CEO