



# Safety Culture

Zero Tolerance for Alcohol and  
Psychoactive Substance Use



## Who should attend this training?

This training program is designed for **all Group employees** to ensure a **safe, healthy, and responsible work environment**.

Workplace accidents often occur due to intoxication or alcohol impairment. According to EU-OSHA data, approximately 15% of workplace accidents in the European Union are still linked to employees who were under the influence of alcohol or psychoactive substances.

To uphold a zero-tolerance policy for alcohol and psychoactive substances, the Group enforces strict control mechanisms.



## Why is this important?

### The use of alcohol or psychoactive substances during work poses serious risks:

- **Employee Safety** – significantly increases the risk of accidents.
- **Health** – impairment or intoxication can lead to long-term consequences.
- **Company Reputation** – Incidents negatively impact trust and business continuity.

### Fostering a Strong Safety Culture

In the energy sector, employee safety is a top priority. Understanding safety principles is essential for every employee. By working together to create a safe work environment, we strengthen the Group's culture and shared responsibility.



# Key Principles

## Zero Tolerance



The Group enforces a zero-tolerance policy for the use of alcohol and psychoactive substances.

## Workplace Rule



It is strictly prohibited to bring, consume, or store alcohol or psychoactive substances during working hours, at the workplace, or in any work-related environment.

## Complete Sobriety



Employees must remain completely sober while at work or in any work-related environment (including remote work). Permissible blood alcohol level: 0.00‰.

## Not Under the Influence



Employees must not be under the influence of any psychoactive substances while performing work duties or being present in work-related environments.

## Fit for Work



Employees must be physically and mentally capable of safely and effectively performing their tasks without any impairment.

# How Do We Ensure a Safe Environment?

## Your Responsibility to Report

If you notice a colleague who may be under the influence of psychoactive substances or alcohol impaired, you must immediately inform:

- Your direct manager.
- The company's designated safety and health personnel.

## Actions When Suspicion Is Confirmed:

- Employee may be tested using an alcohol breathalyzer.
- If the employee refuses testing, they will be sent to a healthcare facility for assessment.
- In cases of confirmed impairment, the employee will be removed from work and will not be paid for the time missed.
- Disciplinary action will be taken for violation of workplace rules.



# Control Measures Applied in the Group



## Random Checks

Authorized companies' personnel may conduct random alcohol breath tests or use breathalyzers at any time in the workplace.



## Checks Based on Reasonable Suspicion

If objective signs are observed (e.g., slurred speech, uncoordinated movements, smell of alcohol, inappropriate behavior, etc.), authorized companies' personnel have the right to test sobriety or refer the employee to a healthcare facility for assessment of alcohol or psychoactive substance influence.



## Post-Incident Checks

Authorized companies' personnel may test employees immediately after an accident or incident to determine impairment.



## Safe Work – Everyone's Responsibility

**Each employee** is responsible for ensuring that during working hours, at the workplace, or in any work-related environment, they remain sober and free from the influence of psychoactive substances.

### Violation of Work Duties

Being intoxicated, under the influence, or refusing to undergo testing or visit a healthcare facility when there is reasonable suspicion of impairment is considered a **serious breach of work duties**.

# Safe Work – Everyone's Responsibility



**Report incidents**



**Start the Conversation**

Safety is a shared responsibility – let's talk about it openly



**Keep Learning**

Regularly refresh your knowledge on how to recognize and respond to unsafe situations





**Thank you!**

