

PREVENTION AND CONTROL IN THE USE OF ALCOHOL AND PSYCHOACTIVE SUBSTANCES POLICY

The consumption of any product that contains ethyl alcohol or any substance considered narcotic or psychoactive during the workday and in the facilities of AEROSAN S.A.S. company or within any área of the airport that requires a card issued by the airport authority (Aerocivil or concessionaire), is prohibited.

No collaborator may appear to work under the influence of alcohol or the aforementioned substances, a cause for termination of the contract will be established with just cause as well as the possession, use, distribution, or sale of alcoholic beverages or psychoactive substances in company facilities.

The previously, by compromising safety, normal performance at work, private and public well-being, personal health of workers and their families, contractors as well as corporate image.

The development of this policy is aligned with the Company's Alcohol and Drug Consumption Prevention Program and complies with the provisions of national legislation on Occupational Safety and Health, Decree 1072 of 2015 and Resolution 0312 of 2019, the Aeronautical Regulations of Colombia and other legal requirements that are published in Colombia.

To guarantee the promulgation of this policy, it will be divulged in the collaborator's induction to the organization and will carry out campaigns and activities aimed at avoiding the consumption of alcohol, psychoactive drugs, and tobacco, it will announce the risks and effects that these produce, it will also guide medical assistance to workers with consumption problems that compromise their health, safety or professional performance.

All levels of the organization are committed to the knowledge, compliance, and acceptance of the prevention policy, in alcohol, psychoactive drugs, and smoking.

A handwritten signature in black ink, appearing to read "Carlos", written over a horizontal line.

Carlos Andrés Sáenz
Country Manager
Aerosan S.A.S.