

	POLICY FOR THE PREVENTION OF TOBACCO, ALCOHOL, AEROSOL, VAPING, AND PSYCHOACTIVE SUBSTANCE USE	CODE: DI-SST-03
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At **SMART LIFE S.A.S.**, we are committed to protecting the life, health, safety, and physical and mental well-being of our employees, as well as promoting safe, healthy work environments free from factors that may affect job performance, productivity, and people's integrity.

As part of our **Occupational Safety and Health Management System (SG-SST)** and in compliance with applicable Colombian legislation, the organization promotes healthy lifestyles and establishes preventive actions regarding the use of alcohol, psychoactive substances (PAS), tobacco, electronic cigarettes, vaping devices, aerosols, and any other substance that may impair a person's physical, mental, or psychomotor abilities.

Therefore, **SMART LIFE S.A.S.** establishes the following guidelines:

1. **Prohibits** the consumption, possession, distribution, sale, or supply of alcoholic beverages, illicit psychoactive substances, or any other substance that may impair physical, mental, or psychomotor abilities within the company's facilities, during working hours, or while carrying out activities on behalf of SMART LIFE S.A.S.
2. **Prohibits** reporting to or remaining at work under the influence of alcohol, psychoactive substances, illicit drugs, or any other substance that may impair the ability to perform duties safely, efficiently, and responsibly.
3. **Prohibits** smoking or using tobacco products, electronic cigarettes, vaping devices, electronic nicotine delivery systems, aerosols, or any similar system within the company's facilities, corporate vehicles, or any location where work activities are carried out on behalf of SMART LIFE S.A.S., except in expressly authorized areas, where applicable.
4. **Requires** all employees to promptly and confidentially report when, due to medical prescription, they are taking medications that may cause drowsiness, reduced reflexes, altered consciousness, or any other condition that may pose a risk to their own safety and health or that of others while performing their work activities.
5. **Promotes** the prevention of alcohol, psychoactive substance, tobacco, and other substance use through health promotion, prevention, training, awareness-raising programs, and the strengthening of healthy lifestyles.
6. **Guarantees** that any action or proceeding related to this policy shall be carried out with respect for human dignity, confidentiality of information, due process, personal data protection, and non-discrimination.
7. **May implement**, when hazard identification and risk assessment so justify and in accordance with applicable regulations, tests for the detection of alcohol or psychoactive substances as part of health surveillance programs or occupational

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medical evaluations, always respecting employees' fundamental rights, confidentiality of information, and the procedures established by applicable regulations.

8. **Promotes** the active participation of all employees in prevention, awareness, and healthy lifestyle promotion activities, fostering a culture of self-care and shared responsibility for the protection of occupational safety and health.
9. **Applies** this policy to all employees, apprentices, contractors, subcontractors, suppliers, visitors, and any person carrying out activities on behalf of SMART LIFE S.A.S., regardless of the type of contractual arrangement or the location where the work is performed.
10. **Establishes** that non-compliance with the provisions of this policy shall result in the application of the disciplinary measures established in the Internal Work Regulations, applicable contracts, and current labor legislation, always guaranteeing due process and the right to defense.

SMART LIFE S.A.S. reaffirms its commitment to the continuous improvement of the **Occupational Safety and Health Management System**, the strengthening of a preventive culture, and compliance with applicable regulations, promoting safe, healthy, respectful work environments free from risks arising from the consumption of alcohol, psychoactive substances, tobacco, electronic cigarettes, vaping devices, and other substances that may compromise people's safety and health.

This policy shall be communicated to all employees and other interested parties, shall be reviewed periodically, and shall remain in force until it is amended or replaced by a new version.



Andrés Bonilla Del Castillo
Legal Representative