

1. PROCESS

SG-SST

2. OBJECTIVE

The purpose of this policy is to define guidelines to promote the prevention of the consumption of alcohol, psychoactive substances and tobacco, as well as to ensure a healthy and safe work environment, providing healthy work environments, complying with current legal regulations on occupational safety and health.

3. SCOPE

This policy will apply to all persons linked by an employment contract with Grupo Aval Acciones y Valores S.A, hereinafter Grupo Aval, contractors, suppliers and visitors who enter the Company's facilities

4. REGULATION

Decree 1072 of 2015, Law 1335 of 2009 and other legal regulations in force

5. GENERAL GUIDELINES

At Grupo Aval we ensure that we provide our people with a healthy and safe work environment, therefore, we consider that drug addiction, alcoholism and smoking generate a negative impact on health and safety in the workplace, constituting a threat to the physical and mental integrity of the affected people, as well as their families, and/or relatives.

Given the above, we have defined this prevention policy in order to preserve the well-being and quality of life of the people linked through an employment contract with Grupo Aval, to achieve a healthy work environment that contributes to their optimal performance. At Grupo Aval. We are aware that prevention is the first step to guarantee the safety, well-being and health of all people linked through an employment contract with Grupo Aval.

In compliance with this policy and taking into account that the consumption of alcohol, psychoactive substances and tobacco affect the normal performance and operation of the people linked by an employment contract with Grupo Aval, we have contemplated the following prohibitions:

- Showing up to work or Company facilities in a state of drunkenness/post-drunkenness or under the influence of having consumed alcoholic beverages, psychoactive or hallucinogenic substances.
- Work or carry out activities under the influence of alcoholic beverages and/or psychoactive substances that alter the state of consciousness, mood, perception and ability to react; including in all activities where the Company has an official presence, or that endangers the integrity of the people linked by an employment contract with Grupo Aval, clients and/or third parties.

Code:	PO-SST-1	Version:	3	Date Updated	09/17/2020 8:29:00 AM
-------	----------	----------	---	--------------	--------------------------

- Consuming, having, safeguarding or distributing any type of psychoactive, hallucinogenic and/or alcoholic substances within the Company, generating, influencing or marketing them during the execution of work activities and/or during working hours.
- The consumption of any tobacco product in 100% smoke-free spaces is prohibited.

The Company, in compliance with the guidelines of this policy, establishes the following:

- In the event that an alleged case of use of psychoactive substances is suspected or identified, the Company may request verification of the condition through specific tests or examinations. The foregoing, in order to establish whether the person linked by an employment contract with Grupo Aval is in physical and mental condition to carry out their activities, without putting their own integrity or that of third parties at risk:
 - ✓ The Company reserves the right to conduct random testing at any time it deems necessary.
 - ✓ This policy does not apply in the case of the use of prescription medicines, without affecting the development of the activity of the person linked by an employment contract with Grupo Aval.
 - ✓ This policy is part of the employment contract and applies to all personnel.

Failure to comply or any type of violation of this policy constitutes serious misconduct and consequently the Company may adopt the corresponding disciplinary measures, including the termination of the employment contract with just cause, in accordance with the provisions of the Internal Labor Regulations, the employment contract and the Substantive Labor Code.

CHANGE CONTROL

Code:	PO-SST-1	Version:	3	Date Updated	09/17/2020 8:29:00 AM
-------	----------	----------	---	--------------	--------------------------

DATE	VERSION	REASON
23/08/2016	1	The type of document is changed from being an annex to the Occupational Health Policy to being established as a Policy of the Occupational Health and Safety Management System in accordance with the current Occupational Health and Safety guidelines of the Colombian Law.
22/01/2019	2	The format of the document and the logos of the Aval Group are updated in accordance with the new corporate image. Document review is carried out with legal advisors and ARL
4-09-2020	3	Update review by Legal Representative
Nov 2024	4	General Review by Attorneys and ARL

Code:	PO-SST-1	Version:	3	Date Updated	09/17/2020 8:29:00 AM
-------	----------	----------	---	--------------	--------------------------