

1. SB SETEC is committed to maintain a safe, healthy and productive work environment for all its employees.
2. SB SETEC encourages all the employees, collaborators and third parties to pursue an effective action in order to prevent this social disease.
3. The use, possession, distribution or sale of illegal drugs or subjected to control is forbidden, at the premises of the company and at the worksite located in other establishments. Non-observance of this policy is a cause of company disciplinary action which may lead to dismissal.
4. The use, possession, distribution or sale of alcohol or spirit drinks is forbidden during work activity, wherever it is performed.
The breach of this policy will lead to company disciplinary action.
5. SB SETEC considers the addiction to the said substances as a treatable condition. Therefore, the company invites those who feel to be in these conditions to undergo a medical evaluation and to follow an adequate medical treatment.
6. The employee - who considers necessary to use company or national health facilities to speed up his/her recovery – will benefits from all guarantees provided by the current legislation, both legal and contractual, in full respect of individual's dignity.
7. If the level of addiction of the worker would entail a reduced work capacity and constitute potential hazard to personal safety, work colleagues, or third parties or the safety of installation, SB SETEC - according to the legal obligation to provide safety in the workplace - reserves the right to change the tasks in accordance with the law.
8. The suitability of the employee - ascertained in the statutory forms and subsequent to medical treatment – may lead to the termination of work relation.
9. SB SETEC reserves the right to take the due legal actions against the employee who, trying to hide his/her forms of dependence on alcohol or drugs, would cause dangerous conditions in the Establishment in which operates. Such dangerous conditions may affect the relationship between the Company and its Client.
10. During work activity, the consumption of alcoholic beverage, drugs or similar substances is forbidden. Coherently, it is also recommended that employees avoid the consumption of the said substances also outside the working-hours, if the consequent effects may continue during the subsequent work performance.