

Alcohol and drugs

ABB AB and all legal entities within ABB Sweden, including companies controlled by ABB AB

Preventing risk and harmful use of alcohol and other drugs* concern all of us and means that we have a shared responsibility to achieve a high level of security for our business as well as a healthy and safe work environment.

Goals

- A safe and secure workplace free from alcohol and drugs.
- Openness about and early detection of risk and harmful use.

Rules

- Nobody may be under influence of alcohol or drugs within ABB's work area.
- Anyone under the influence of alcohol or drugs should be sent home immediately. Their line manager is responsible for organizing safe transport home.
- Bringing alcohol or drugs to the workplace is not allowed.
- At all representation and departmental activities, a restrictive policy is to apply to alcohol consumption and alcohol-free alternatives should always be offered.
- Drug tests are to apply in all new forms of employment. Temporary personnel and contractors are to be drug tested before they start working for ABB.
- Drug tests are conducted to ensure compliance with the alcohol and drug policy.

The rules apply to employees, contractors and temporary personnel working in ABB's businesses (offices, production facilities and sites) and when working with customers.

Responsibility

- Management is responsible for maintaining ABB's alcohol and drug policy and that it is understood by employees as well as the contractors and consulting companies that ABB commissions.
- Each manager is responsible for acting immediately on concern or suspicion of alcohol or drug problems.
- The manager must be involved in and should impose demands for participation in the rehabilitation plan the company offers.
- ABB's employees have a responsibility of being aware of, to comply with the policy for alcohol and drugs and react if someone does not comply with the policy.

Västerås, April 20th, 2023



Dennis Helfridsson
Country Managing Director, ABB AB