
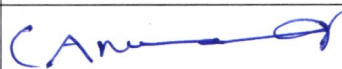




Drug & Alcohol Policy Ver 1.0

(w.e.f 1st August,2022)

	Prepared & Reviewed By	Approved By
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Signature		
Date	25.07.2022	29.07.2022

This core aim of this Policy is to eliminate risks of accidents, incidents or injuries arising due to consumption of drugs or alcohol. Working under the influence of drugs or alcohol is a threat not only to the safety of individuals but to their colleagues also.

Organization Responsibilities

Matters related to Safety & Health is mainstream concern and responsibility of local management. Managers and front-line executives are solely accountable for Safety & Health of the activities that are under their supervision and control which also includes matters associated to drugs and alcohol. This policy is applicable to all employees, contractors, sub-contractors, client, visitors, volunteers, stake holders without any discretion, who are directly or indirectly associated with HSCL. Failure to abide by this Policy will stop entry in Company's premises or disqualify for future entry.

Individual Responsibilities

Employees are prohibited from consuming, using, storing, manufacturing, and distributing illegal and illicit drugs and/or alcohol inside work premises or beyond the normal schedule working hours. They are expected to report fit at worksite for duty in their schedule shift and time without being intoxicated under the influence of drug or alcohol and should able to discharge their assigned duty safely. Any suspicious or abnormal behaviour of a person working in the premises is witnessed due to the influence of drugs or alcohol by an individual, he/she must report to his/her supervisor immediately. Such impairment behaviours are to be treated as Dangerous Occurrence by the Management and must be recorded.

Management Responsibilities

The local management need to have a reasonable local procedure/ protocol in place for implementing this Policy and complying in full. The Company reserves the right to perform drugs and alcohol tests on a random basis of individuals, when there an allegation or suspicion of impairment. This test may also be a part of pre- condition to employment and if an applicant declines a drug or alcohol test or fails to fully