

## ALCOHOL AND DRUG POLICY STATEMENT

It is policy of Deep Industries Limited (DIL) to provide a safe and healthy workplace for all employees, contractors and visitors. Alcohol, illicit drugs and prescribed medications may impair a person's ability to perform duties and have serious effects on employees, contractors, visitors, the general public, the company and its partners as a whole. Accordingly, the company totally prohibits the use of alcohol and illicit drugs during working hours.

Individuals who are on prescribed drugs assume full responsibility for any side effects of a drug. If there is any possibility that these may impair the individuals work, especially if the work is hazardous, then the individual must report the effects to his or her supervisor before undertaking work.

DIL recognizes that both alcohol and drug dependency are treatable and that early.

**Intervention improves the probability of a lasting recovery. In support of this DIL shall:**

- Provide complete confidentiality in each and every case
- Give advice on seeking rehabilitation through an appropriate clinic
- Support the rehabilitation and, wherever possible, the subsequent reintegration of the individual back to work.

**DIL expects that employees shall:**

- Attend work - free from any substance or after-effects that may impair their ability to do their jobs.
- Have no involvement with illicit drugs
- Ensure that they are fully aware of effects or side-effects from prescribed drugs
- Report to their supervisor, any effects or side effects from prescribed drugs.

If an individual ignores this policy and is deemed to be under the influence of alcohol or drugs during working hours, he or she shall have put themselves and others at risk of harm and as such, the individual shall be subject to disciplinary action, which may lead to a final warning letter or termination of employment.

This policy applies to all DIL employees and others engaged on its behalf.

Date: 01<sup>st</sup> May 2021



Paras Savla

Place : Ahmedabad

(Chairman & Managing Director)



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