

Title: Drug and Alcohol abuse policy	Policy No.: HR/D/DAAP, Rev. 0
Date of Issue: 01.03.2006, Rev dt: 30.03.2024	Issued By: Management

01.03.2006

Drug and Alcohol Abuse Policy

It is the goal of M/s. EIPL., to provide a safe work environment by eliminating the health & safety hazards, which are created by alcohol and other drug abuse.

This policy applies to all interested parties of the company while on the duty, off- the – duty or off- premises, where it affects the confidence & and reputation of the M/s. EIPL.

It is also applicable to our contract workmen and suppliers doing business with the company while on our premises.

We recognize that involvement with alcohol or other drugs, eventually takes its toll on job performance.

Our concern is to ensure that employees report to work in a condition to perform their duties safely and efficiently in the interest of organization.

Our organization is committed to punish or transfer or suspension from jobs, who engage in the sale, use, possession or transfer of illegal drugs or controlled substances, or who offer to buy or sell such substances; the use of alcohol during working hours; or the abuse of prescribed drugs.

Necessary resources shall be provided for awareness, training, communication and establishing of rules & regulations to achieve and maintain a drug-free & alcohol-free environment.

M/s. EIPL., cooperate with the outside law enforcement agencies for the same. We expect the full support of this policy by all employees and all persons doing business with the company.

This Policy will be reviewed in our internal meetings on regular basis.

Vihang B. Desai
Director
Elastimold (India) Private Limited