



# VandriX Infra Private Ltd

## Drug and Alcohol Policy

VandriX Infra Private Ltd is committed to maintaining a safe, healthy, and productive work environment free from the effects of drugs and alcohol misuse. This policy supports our commitment to workplace safety, employee well-being, and operational excellence.

### Policy Objectives

- **Safety and Compliance:** To provide a safe workplace by prohibiting drug and alcohol misuse and ensuring compliance with legal and regulatory requirements.
- **Health and Support:** To promote the health of our employees and offer support to those in need of assistance for substance-related issues.
- **Productivity and Integrity:** To maintain high standards of productivity and professional conduct.

### Policy Commitments

#### 1. Zero Tolerance

- The use, possession, distribution, or influence of illegal drugs or alcohol during work hours, on company premises, or at worksites is strictly prohibited.
- Alcohol consumption is only allowed at company-approved events with prior management approval and should be consumed responsibly.

#### 2. Prescription Medication

- Employees using prescribed medication that may affect performance or safety must inform their supervisor confidentially to enable necessary accommodations.

#### 3. Drug and Alcohol Testing

- **Pre-Employment Testing:** Required for new hires to ensure compliance from the outset.
- **Random Testing:** Conducted periodically to maintain a safe and compliant workplace.
- **Post-Incident Testing:** Required after workplace accidents or incidents to rule out substance involvement.

#### 4. Employee Assistance

- Employees facing issues with drugs or alcohol are encouraged to seek help. Confidential counseling and support services are available to assist employees in need.

#### 5. Confidentiality and Discipline

- All information regarding drug and alcohol issues will be kept confidential. Violations of this policy may lead to disciplinary action, including termination, as per company procedures.

### Policy Review

This policy will be reviewed regularly to ensure ongoing relevance and alignment with best practices.

**MV Pradeep Kumar**  
Chief Executive Officer  
Date : 6/Dec/2024