



GHV INFRA PROJECTS LIMITED

ANTI DRUG / ANTI ALCOHOL POLICY

It is the policy of the company to promote and maintain a safe, healthy and productive drug – free work environment, for the benefit of its employees, customers and the society in which we operate. Safe work practices, protection of company assets, and protection of the environment are priorities for our company.

We consider all banned drugs and alcohol to be a very serious issue and attach great importance to our commitment to maintain a drug free & alcohol free work environment.

Therefore:

- The unlawful manufacture, distribution, dispensing, possession, use of, or being under the influence of alcohol, controlled substances, drugs, narcotics, or any intoxicant is prohibited by employee of the company or individual on company premise, or while conducting company business off premise. Employee violating any part of this policy is subject to serious disciplinary action, up to and including termination of employment.
- The company or its agents or any registered medical practitioner recommended by the company, may collect body fluid (blood, urine, saliva, etc.) samples from employee and may test such specimens for alcohol, controlled substances, drugs, narcotics, or intoxicant, or their metabolites. An employee's or applicant's consent to submit to such testing is required as a condition of employment. Employee who refuses to submit to the tests will be liable to face action as deemed fit by the company.

The Company reserves right to suspend an employee, with or without pay, pending the results of a substance abuse test. In the event that the suspension is without pay and the test result is later negative, the employee will be reimbursed for time missed as a result.

For above purpose, the onus rests on the immediate line manager / supervisor to initiate action on errant employee. Similarly, if employee finds his / her co-worker under the influence of drug / alcohol / prohibited substance, he / she has to inform HR department and the concerned line manager / supervisor immediately about the same.

Managing Director

9th July 2025