

DRUGS AND ALCOHOL POLICY

Taksh Structbuild Pvt Ltd is committed to providing for all employees, subcontractor and vendors with a safe, healthy and supportive environment in which to work.

committed to provide a supportive workplace culture where healthy lifestyle choices are valued and encouraged.

Taksh Structbuild shall uphold these beliefs where any work is performed by Taksh Civil or its subcontractors.

The policy applies to all employees, vendor, subcontractor, visitor of the company regardless of rank or position and includes temporary and part –time employees.

Chewing of tobacco, gutka, pan masala and /or smoking cigarettes / bidis within office premises or the place of work.

KEY RULES: -

In connection to the above policy, every individual shall abide by all the legal requirements that apply at the workplace.

1. Ensure that all the employees, contractors and visitors to the workplace are informed of the policy, their individual responsibilities and the consequences of policy breaches.
2. Ensure employees are educated about the dangers of alcohol and drug abuse and the inherent dangers of consuming alcohol and drugs in the workplace.
3. Employee must ensure that they are not intoxicated by alcohol and are free of any illegal drug when they report for work and that they remain so whenever they are at work.
4. Employee must not drink alcohol during working time & thereafter if prohibited.
5. The use, possession, storage, transportation, promotion and/or sale of illegal drugs or drug equipment is forbidden during working time, in the workplace or at a client's site.
6. Where employees are prescribed medication or are taking over-the-counter medicines or herbal remedies that may affect their work performance or the safety of themselves or others, they must advise their Site Manager.

POLICY COMPLIANCE: -

The company strongly discourages employees from drinking any alcohol prior to driving or reporting to work (including at lunch times) and at prohibited time and venue.

Employees must be aware of what they drink and take into account how long it takes for the alcohol to clear their system.

Alcohol consumption is prohibited throughout the entirety of an employee's work duration, encompassing both regular work hours and any additional periods such as standby duty or overtime.

For, TAKSH STRUCTBUILD PRIVATE LIMITED.

Director

Date: 29/07/2025