

## **POLICY STATEMENT**

### **DRUG AND ALCOHOL POLICY**

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#### **Purpose**

To establish guidelines that ensure a safe, healthy and productive drugs and alcohol free work environment for the employees and its subcontractors.

#### **Scope**

The Company's alcohol and drugs policy applies to all employees.

#### **Policy**

Bhugarbho Geo Sciences is committed to protect the Safety, Health and wellbeing of its employees and all those who are working with us together with the safety of our operations and assets.

We recognize that being under the influence of alcohol or drugs can seriously impair an individual's judgment and reactions leading to an increased occurrence of risk of accidents and injuries.

Bhugarbho Geo Sciences is committed to ensuring a substance-free working environment for all of its employees.

Bhugarbho Geo Sciences therefore strictly prohibits the illicit use, possession, distribution of illegal drugs, intoxicants, or controlled substances in any amount or in any manner. In addition, Bhugarbho Geo Sciences strictly prohibits the abuse of alcohol or prescription drugs

Any violation of this policy will result in adverse employment action up to and including dismissal and referral for criminal prosecution.



**Arvind Kumar Verma**  
**Managing Director**