

## Drug and Alcohol Policy

This Policy applies at all the offices, all the workplaces, to all Associates of IL&FS Engineering and Construction Company Limited, and also includes visitors &subcontractors inside and beyond the normal scheduled working hours.

All individuals working at IL&FS Engineering and Construction Company Limited's premises/project sites/camps are expected to report fit for duty for scheduled work and be able to perform assigned duties safely and acceptably without the use or after-effects of alcohol, illicit drugs, non-prescription drugs or any other banned substance within the Company's premises/project sites/camps.

Off the job and on the job involvement with alcohol or drugs can have adverse effect on the workplace, the integrity of our work product, the safety of other staff, the wellbeing of our staff families, and the ability to accomplish the goal of an alcohol and drug-free work environment. The Company therefore wants to emphasise that it has zero tolerance for staff who arrive at work under the influence of alcohol or drugs, and/or whose ability to work is impaired in any way by the consumption of alcohol or drugs, or who consume alcohol or drugs within Company premises/project sites/camps.

The Company strictly prohibits the use, making, sale, purchase, transfer, distribution, consumption, or possession of drugs or alcohol within Company premises/project sites/camps. To this end, the Company reserves the right to conduct searches for drugs or alcohol, including, but not limited to searches of lockers, filing cabinets, desks, packages, and so on which are within Company premises/project sites/camps or in a Company facility. Any drugs or alcohol found as a result of such a search will be confiscated, and the owner or user of the object searched will be subject to disciplinary action, including not only termination of employment but cessation of all benefits and privileges accrued and any other action at the discretion of the Company.

Hyderabad  
Date: 07.10.2016

  
**MUKUND SAPRE**  
Managing Director