

DRUG & ALCOHOL POLICY

REV-00 DT:24.03.2025

SFRPL is committed to fostering a safe, healthy, and productive work environment by maintaining a **strict drug and alcohol-free workplace**.

Our policy ensures that all employees are free from alcohol abuse and the use of illegal substances while at work. The company takes substance abuse seriously and will not tolerate violations under any circumstances. The consumption of alcohol or non-prescribed drugs on company premises or during working hours is strictly prohibited.

Any use, sale, or possession of drugs or alcohol while on the job or within company property will result in disciplinary action, including possible termination, and may lead to legal consequences.

Employees are required to **report to work on time, in a suitable mental and physical state** to perform their duties effectively. We ought to ensure a safe, drug-free, and health-conscious environment for all employees.

Employees are expected to notify management if they observe coworkers engaging in prohibited activities. SFRPL retains the right to require drug or alcohol testing for any employee based on reasonable suspicion.

This policy is designed to promote a professional and responsible workplace for all.



Omprakash Kadam

(COO)