



SANGHVI
SANGHVI MOVERS LIMITED

Alcohol & Drugs Policy

We, at Sanghvi Movers Limited, are committed to achieve highest performance in occupational health, safety and welfare.

The company will not permit consumption of alcohol or use of illicit drugs in the workplace.

We are firmly committed to the following:

- Comply with all applicable statutory and regularity requirements
- The rules on alcohol and drugs will be strictly enforced.
- Ensure that employees are informed of the policy and consequences.
- Ensure employees are educated concerning the danger of alcohol and other drugs in the workplace.
- Provide appropriate counseling and support facilities for employees with recognized problems.
- Encourage our employees to maintain good health and wellbeing through a suitable lifestyle balance.
- Create an awareness in employees and their families of the impact of substance abuse.
- Put system in place of testing to support the policy.
- Protect the communities in which we operate.
- Protect the interests of the Company's shareholders.
- All matters concerning alcohol and drugs shall be treated as confidential.
- All employees will be treated consistently and fairly in line with this policy.