

Scope

Fourth Partner Energy Pvt. Ltd. (hereinafter referred to as "FPEL"), is committed to the elimination of drug, alcohol and tobacco use and abuse in the workplace. The policy applies to FPEL employees, associated contractor workforce engaged by FPEL, temporary workers, contractors, and visitors of FPEL across all our projects and facilities.

Principles

FPEL is committed to provide a safe, quality oriented and professional work environment. Alcohol, drug, and tobacco abuse pose a threat to the health and safety of every individual and to the security of the company's facilities. Therefore, to eliminate alcohol, drug, and tobacco abuse, FPEL employees, contractor workforce, temporary works, contractors, and visitors should adhere to the following principles.

1. Use, possession, or sale of alcohol at any time within company premises is strictly prohibited. Further, the use, possession or sale of illegal drugs is prohibited at any time.
2. The use of tobacco is always prohibited on company property including entryways to the office buildings, solar parks, wind farms, or at any of FPEL Project Sites.
3. Employees are prohibited from reporting to work under the influence of alcohol or drugs.
4. There will be no designated smoking areas since no level of tobacco use is safe.
5. In the interest of the safety and health of FPEL employees, contractor workforce, temporary workers, and contractors FPEL reserves the right to inspect and search, at random, unannounced times, all packages, boxes, clothing, or any personal belongings carried on or off company property.
6. FPEL Employees, contractor workforce, contractors, and temporary workers found to be in violation of this policy by possessing or using alcohol, drugs, and/or tobacco will be subject to immediate discharge from employment.

This policy can be effectively implemented by the involvement of all the FPEL employees and the contractor workforce by spreading appropriate initiatives which includes:

- ❖ Raising awareness, through the dispersal of information, education, training and by promoting healthy lifestyles among our employees.
- ❖ Motivating all the employees of Fourth Partner and the contractor workforce who have an alcohol or drug problem or tobacco addiction to seek assistance, simultaneously maintaining confidentiality about such cases.



Date: July 31, 2023

(Vivek Subramanian)
Executive Director