

## ALCOHOL AND DRUGS POLICY

Tata Metaliks believes that the loyalty and commitment of its employees depend upon the quality of life they are offered at work and at home.

We recognize that indiscriminate use of alcohol and drugs is injurious to the well-being of individuals, their families and the community as a whole. We acknowledge that the misuse of these psychoactive substances is a major health and safety hazard. Tata Metaliks is therefore committed to creating an alcohol and drug-free environment at the work place. This would be achieved through:

- ▶ Raising awareness, through the dissemination of information, education and training and by promoting healthy life styles among our employees and their families.
- ▶ Motivating those employees who have an alcohol/drug problem, to seek assistance, while maintaining confidentiality about such cases.

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**Sandeep Kumar**  
Managing Director