

ABB INDIA

# **Policy on prohibition of Drugs, Alcohol, and Tobacco products usage at ABB India**

## **Purpose**

The purpose of this policy is to promote a safe, healthy, and productive work environment for all personnel engaged at ABB. The use of prohibited drugs, alcohol, and tobacco products can impair judgment, reduce productivity, and pose significant health risks. This policy outlines the expectations and responsibilities regarding the prohibition of these substances in the workplace.

## **2. Scope**

This policy applies to all employees, contractors, and visitors at all ABB locations and customer sites during any work-related activities.

## **3. Prohibition of Drugs, Alcohol, Tobacco products**

The use, possession, distribution, or sale of Drugs, Alcohol, and Tobacco products is strictly prohibited at ABB premises.

Any personnel engaged by ABB are not permitted to work under the influence of Drugs, Alcohol, and Tobacco products that impair their ability to perform their job safely and effectively within ABB locations and at customer sites.

## **4. Responsibilities**

All personnel engaged at ABB are responsible for adhering to this policy and reporting any violations to their supervisor or HR.

Management is responsible for enforcing this policy and ensuring that employees are aware of its contents.

## **5. Compliance and Disciplinary Action**

Violations of this policy may result in disciplinary action, up to and including termination of employment.

ABB reserves the right to conduct random drug and alcohol testing where permitted by law, particularly in safety-sensitive positions.

## **6. Support and Resources**

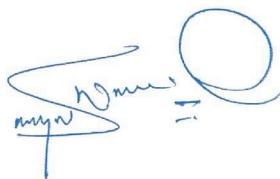
ABB is committed to supporting employees who may be struggling with substance abuse issues. Employees are encouraged to seek help through available resources, such as Employee Assistance Programs (EAPs) or counseling services.

## **7. Review and Amendments**

This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws. Amendments may be made as necessary.

## **8. Acknowledgment**

All employees are required to acknowledge their understanding of this policy and their commitment to comply with its provisions.



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