



Drug and Alcohol Policy

Promoting a Safe and Responsible Workplace

Welcome to Virupaksha Controls and Automation Pvt Ltd, the driving force behind the Virupaksha Energy brand, a distinguished solar project company. Our commitment to safety and a responsible workplace extends to all aspects of our operations, including our Drug and Alcohol Policy, which reflects our dedication to maintaining a safe and healthy work environment.

Purpose

Our Drug and Alcohol Policy serves the following key purposes:

Safety Priority: To ensure the safety of our employees, stakeholders, and communities by preventing the use of drugs and alcohol that may impair judgment or performance.

Compliance: To adhere to all relevant laws and regulations pertaining to drug and alcohol use in the workplace.

Objective

The core objective of our Drug and Alcohol Policy is:

Safety and Well-being: To maintain a workplace that is free from the influence of drugs and alcohol, fostering a safe and healthy environment for all.

Prevention and Education: To prevent drug and alcohol-related incidents, provide education and support for employees, and offer resources for those who may need assistance.

Scope

Our Drug and Alcohol Policy applies to:

Employees: All employees, regardless of their role or level, are expected to adhere to this policy and maintain a drug- and alcohol-free workplace.

Stakeholders: This policy extends to our stakeholders, including customers, suppliers, partners, shareholders, and the communities where we operate.

Conclusion

At Virupaksha Controls and Automation Pvt Ltd, and under the Virupaksha Energy brand, our Drug and Alcohol Policy is a vital element of our commitment to safety and responsibility. We believe that a drug- and alcohol-free workplace is crucial for maintaining a safe and healthy environment for all.

Together, we can create a workplace where every individual can work to their full potential, free from the influence of drugs and alcohol. Thank you for joining us in this journey towards a safer and more responsible future.

