



**PROCESS CONSTRUCTION & TECHNICAL SERVICES**  
**PVT. LTD.**

## **Drugs and Alcohol Policy**

PCTS has recognized the risk involved when the effects of drugs and alcohol are present in the workplace and has adopted the “Zero-Tolerance” policy for unauthorized drugs or alcohol on company premises.

PCTS reserves the right to perform drug and alcohol testing at any time. No person will be permitted to enter any work location (onshore & offshore) if they are found under the influence of alcohol, illegal drugs or improperly utilized medical drugs. And immediate action shall be taken to the extent of termination.

Entry into any work location is conditional upon the PCTS right to search personnel and their belongings for contraband items, failure to consent to a drug and alcohol test, inspection of person and personal belongings shall be ground for immediate termination.

The implementation of the policy shall be Responsibility of Project manager, workshop incharge, & Safety manager.

Date -5 th Feb, 2014

Place- Mumbai

**K. P. Francis**  
Managing Director