



HINDUSTAN ZINC

Alcohol & Drug-Free Workplace Policy

Hindustan Zinc is committed to an Alcohol and Drug-free workplace to ensure health and safety of all our employees and business partners across operating sites. Use of illegal drugs and alcohol is strictly prohibited and is a mandate for employment.

Employees must abide by all the terms of the Alcohol & Drug-Free Workplace Policy. The terms included in the policy are:

- ❖ This policy applies to every individual entering the premises of Hindustan Zinc and while operating company / hired vehicles and any equipment
- ❖ No person shall work under the influence of illegal drugs and alcohol
- ❖ All employees/ business partners will undergo regular alcohol and drug testing as required by management
- ❖ It's mandatory for all individuals to report to management if any violation is observed against this Policy

We are committed to demonstrate zero Tolerance on use of illegal drugs and alcohol at the workplace while providing all required resources/ infrastructure to ensure this. Any violation to this policy shall result in disciplinary actions.

We will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of an Alcohol and Drug-free workplace. The content and implementation of this policy will be reviewed periodically.

Arun Misra

CEO & Whole Time Director, HZL

Date: 05th June, 2025

