

Purpose:

Solwave PV Technology is committed to providing a safe, healthy, and productive work environment. The nature of our operations in solar plant maintenance and management requires alertness, precision, and focus to ensure safety and efficiency. This policy aims to eliminate risks associated with the use of alcohol, drugs, and tobacco in the workplace.

Scope:

This policy applies to all employees, contractors, vendors, and visitors at Solwave PV Technology's premises, work sites, and during work-related activities.

Policy Statement:**1. Prohibited Substances and Activities**

- a. The use, possession, sale, distribution, or being under the influence of the following is strictly prohibited on company premises, vehicles, or job sites:
 - Alcoholic beverages.
 - Illegal drugs or controlled substances.
 - Misuse of prescription or over-the-counter medications.
- b. Tobacco products, including cigarettes, e-cigarettes, vapes, and smokeless tobacco, are prohibited in all enclosed company facilities and designated work areas, except in pre-designated smoking zones.

2. Prescription Medications

- Employees using prescribed medications must inform their supervisor if the medication may impair their ability to perform their duties safely. A medical evaluation may be required to determine fitness for duty.

Testing and Enforcement:**1. Drug and Alcohol Testing**

Solwave PV Technology reserves the right to conduct drug and alcohol testing under the following circumstances:

- Pre-employment testing.
- Post-accident or incident testing.
- Reasonable suspicion testing based on observed behavior or performance issues.
- Random testing for employees in safety-sensitive positions.

2. Violation Consequences

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

Employee Responsibilities:

- Employees are responsible for reporting any suspected violations of this policy to their supervisor.
- Employees are encouraged to seek help through approved Employee Assistance Programs (EAP) or other resources if they are struggling with substance use.

Exceptions:

- Limited exceptions may be made for the consumption of alcohol during approved company events or gatherings, with prior management approval.

Date: 01-April-2024



Approved by: Harshal Sheth