



## **"Prohibited Substances" - Alcohol and Drug Policy**

"JOHN" is committed to provide safe work environment to all JOHN Employees, other Contractor & Company's Employee and Visitors. In accordance with this, it is hereby notify to all our Employees, Employees of other contractors & companies and visitors that the use, possession, concealment, transportation, promotion or sale of prohibited substances on any "JOHN" property including work over facilities, work over camps, compressor facilities, company vehicles is strictly forbidden. Prohibited substances are defined as Alcohol, Illegal Drugs, Narcotics, any solvent used or intended to be used for the purpose of intoxication.

"JOHN" reserves the right at all times without any prior announcement to have authorised & competent personnel conduct inspections or searches of personal effects, lockers, baggage, vehicles for the purpose of determining if any such persons are in possession of "Prohibited Substances". "JOHN" reserves the right at all time without any pre announcement to have authorised person conduct urinalysis & blood testing of employees of "JOHN" and other contractor's & company's employees.

Any employee who refuses to submit to a search, urinalysis, blood test or is found in possession of any such "Prohibited Substance" without any satisfactory explanation will result in to immediate discharge of employee from the field & will not permitted on any of "JOHN" properties, facilities or installations. Any "Prohibited Substances or items" prohibited by this policy or any other materials that are illegal to possess, will be taken in to custody of "JOHN" and may be turned over to the appropriate law enforcement authorities.

A handwritten signature in black ink, appearing to read "Mahesh Vyas", is written over a faint purple watermark of the JOHN logo.

**Mahesh Vyas**  
Chairman & Managing Director