

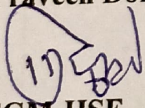
ALCOHOL, DRUGS & FIRE ARM PROHIBITION POLICY

We, the management of J. KUMAR are committed to provide safe working environment to all our employees and all others involved in the activities in and around the worksite.

This policy prohibits to:

Bring, use, distribute, store, handle or indulge in any other activity involving illegal drugs, alcoholic beverages, fire arms/ weapons and ammunitions or any other illegal material/ literature/ equipment at any area of the worksite/ premises under control of J. KUMAR.

Praveen Dongre


SGM-HSE