

	ONGC Videsh Limited Sucursal Colombiana	CO-HSE-POL-002
	POLICY FOR THE PREVENTION AND CONTROL OF ALCOHOL AND PSYCHOACTIVE SUBSTANCE CONSUMPTION OVLS-C-HSE-POL-002	V.4/ 2024

ONGC Videsh Limited Colombian Branch is committed to ensuring that its workplaces are free of tobacco, alcohol and psychoactive drugs in accordance with Colombian legislation; Ensure a safe and healthy work environment for its workers, contractors, subcontractors, customers, and communities.

Therefore, a **zero tolerance** directive on alcohol consumption is established for all employees, contractors and visitors in the operating facilities. Any person who tests for alcohol with a result greater than zero is strictly prohibited from entering or remaining in these areas.

In order to comply with this policy, ONGC Videsh Limited Sucursal Colombiana undertakes to:

- Promote healthy lifestyles by carrying out campaigns to prevent the consumption of alcohol, tobacco and psychoactive substances in order to contribute to the good health and well-being of its employees and stakeholders.
- Comply with all applicable legal requirements for the prevention and control of the consumption of tobacco, alcohol, and psychoactive substances.
- Promote awareness of the risks involved in the use of tobacco, alcohol, and other psychoactive substances.
- Guarantee spaces free of tobacco smoke, in compliance with Colombian regulations.
- ONGC Videsh Ltda. Colombian Branch Prohibits the entry of any person, worker, contractor, supplier or visitor who is under the influence of alcoholic beverages and psychoactive substances to its facilities or those under its control.
- ONGC Videsh Ltda. Sucursal Colombiana reserves the right to monitor, through random tests directly or through third parties, the consumption of alcohol and psychoactive substances in its workers and contractors.
- ONGC-VL is aware that a person who is under the influence of alcohol and/or psychoactive substances, threatens their own health and safety, that of their colleagues and production, which is why the possession, distribution, consumption and/or sale of psychoactive or hallucinogenic substances, alcoholic beverages and tobacco within the workplace and/or during working hours is categorically prohibited.
- Failure to comply with this policy is considered a serious offense, generating disciplinary sanctions for workers who fail to comply with it, in accordance with the provisions of Colombian Legislation (Articles 58, 60 and 62 of the Substantive Labor Code).

Any disciplinary action by contractors or subcontractors towards their employees is the sole responsibility of the contractor in accordance with its internal work regulations.



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