

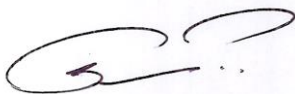
## HEALTH, SAFETY AND ENVIRONMENT

### Alcohol and Drugs Policy

The following policy is part of Essar Projects terms and conditions of employment and will be strictly adhered to.

- Being at work whilst impaired by drugs, or alcohol is strictly prohibited.
- The illicit use of legal drugs or the use, possession, distribution or sale of illegal drugs are strictly prohibited.
- All EPL employees should be totally competent to carry out their respective tasks and to exercise their responsibilities during working hours and whilst on duty.
- Failure to comply with any of the above will lead to disciplinary measures which will ultimately include dismissal.

Staff who feel that they are exposed or vulnerable to alcohol are encouraged to seek medical advice and to follow appropriate treatment promptly.

A handwritten signature in black ink, appearing to read "Shiba Panda".

Shiba Panda  
Managing Director  
Essar Projects Ltd.  
Date: 1<sup>st</sup> June 2015