

CORPORATE POLICY DIRECTIVE - POSSESSION CONTRABAND ITEMS

It is the policy of Vedanta to maintain a safe work environment for its employees. To this end, the possession of any illegal drug, drug paraphernalia, alcoholic beverage, explosive, weapon or any other similar item or substance which could cause or contribute to injury to Vedanta personnel or damage to its property ("contraband") is strictly prohibited at work locations or other business premises ("work areas") of Vedanta. This policy may be implemented by such reasonable means as may from time to time be determined appropriate, including searches of the person and personal effects of any person.

Compliance with this policy is a condition of employment of Vedanta and employees who decline to be searched or who are otherwise found in violation of this policy will be subject to immediate termination. Non-employees who decline to be searched or are otherwise found in violation of this policy or Vedanta's Substance Abuse Policy will be excluded from Vedanta work areas. Below is a Notice outlining Vedanta's Substance Abuse Policy.

DRUGS, ALCOHOL, FIREARMS, SEARCHES

Vedanta is concerned about the effects of the use of illegal drugs and the abuse of alcohol on the health and safety of its employees. We recognize that alcoholism and the illegal use of drugs leads to increased accidents and medical claims, and can lead to the destruction of an employee's health, and adversely affect his or her personal life. Employees who abuse drugs and alcohol are a danger not only to themselves, but also to their fellow employees. In addition, the medical costs incurred by employees with drug or alcohol problems are much higher than those of other employees, and the decreased productivity of these individuals can adversely affect a company's ability to operate competitively. To help prevent substance abuse among our employees, Vedanta has a policy and practice of testing applicants, employees, and others that may regularly work in or on Vedanta premises. Applicants for employment will be required to undergo a drug-screening test as part of consideration for employment. Employees and others will be required, under certain circumstances, to cooperate with drug testing procedures and drug searches.

The unauthorized possession or use of illegal, drugs, narcotics, alcohol and firearms is not permitted on any Vedanta property or job site that is not Vedanta property, and the use of, possession of, and/or distribution of such items by any person on any Vedanta installations, property, or facilities poses a serious threat to the safety of our employees, other personnel and operations.

SEARCHES, INSPECTIONS, AND ANALYSES

We reserve the right, at all times, to have authorized personnel conduct reasonable searches or inspections on Vedanta property of personal effects, lockers, baggage, vehicles, and quarters of employees and other personnel for the purpose of determining if any such persons are in possession of any illegal or unauthorized items. These searches will be conducted in cases where the Vedanta receives reliable information indicating that reasonable cause exists to conduct a search.

Any Vedanta employee who refuses to submit to a search, urine analysis, blood test, or who is found in possession of any such illegal or unauthorized items without an explanation satisfactory to us will be subject to disciplinary action up to and including immediate discharge.

When appropriate, such items discovered through these Vedanta searches may be taken into custody and may be turned over to the proper law enforcement authorities.