

ALCOHOL AND DRUGS POLICY

Timken India Limited values the health and safety of all associates. Performing work under the influence of drugs or alcohol imperils your health, safety and well-being. Being under the influence of such substances can put you and those around you at risk. It can also interfere with your ability to do your job safely and efficiently.

We shall not use, be under the influence of, possess or distribute illegal drugs, controlled substances or alcohol while on company premises or when conducting company business. This also applies to lawfully prescribed medication, if such use may impair our ability to perform our jobs, or poses a direct threat to ourselves or others in the workplace. For these reasons, our company maintains a drug-and alcohol free workplace.

Anyone suspected of possessing alcohol, an illegal drug or a controlled substance during working hours is subject to inspection and search, with or without notice. This applies while on Timken's premises during work hours, or at any other location while conducting business on behalf of Timken.

You are encouraged to notify your supervisor or manager if you have reason to believe illegal drugs, controlled substances or alcohol are being used on premises or in the conduct of Timken business.

The Company is committed to providing a safe workplace for everyone. Treating one another with professionalism, dignity and respect means we do not tolerate or engage in any type of workplace violence.

Part of maintaining a safe, respectful workplace means never making threats or engaging in violent, threatening or intimidating behavior. This includes aggressive or hostile behavior that creates a reasonable fear of injury to another person. Weapons, including lawfully licensed firearms, are not permitted on company property, or while on company business.

If you feel threatened by someone's behavior, you should immediately report it. Even if made in a seemingly joking manner, words or actions that make you feel unsafe need to be disclosed. If you or someone you know is in immediate danger, call local law enforcement authorities right away. Then, report the incident to your supervisor or manager, or by using the ethics reporting resources.