

Ethics Communication - March – 2024



Q: What is Substance abuse by an employee and its impact at workplace?

A: Substance abuse refers to as the harmful, excessive consumption or misuse of the following:

- Alcohol,
- Prescription based drugs,
- Tobacco Products
- other Chemicals

which will have negative impact on an individual’s physical and mental health, social relationship, behavior and its combined effect on the work deliverables at work place. This behavior can typically be identified as the misuse of above mentioned items in such a way that is detrimental to one’s health or impairs their ability to fulfill responsibilities. Substance abuse can manifest as addiction, dependency, or habitual misuse, and it requires professional intervention and treatment to address it effectively.

Following are the few examples of Substance abuse at workplace:

- Consumption of Alcohol when on duty during work hours, breaks, or company events, leading to impaired judgement, coordination and productivity.
- Arriving at work place intoxicated or under the influence of drugs, which can compromise safety, productivity, and interpersonal interactions.
- Making mistakes, causing accidents or exhibiting poor judgement due to substance use, which can result in injuries, property damage or financial losses to the company.
- Engaging in conflicts, arguments or altercations with co-workers or supervisors, which may fuelled by substance use or related issues.
- Displaying physical symptoms of substance abuse such as bloodshot eyes, slurred speech, tremors, unsteady gait or unusual odors on breath or clothing.



Q: What are the consequences of use of Substance at workplace?

A: Following are the consequences for Substance use at Workplace:

- Work deliverable.
- Workplace Accidents and Injuries.
- Employee’s Absenteeism.
- Low Employee morale.
- Theft.
- Conflict among employees or with supervisors.
- Impaired judgement on negotiation and finalization of contracts or agreement of the Company



You should report about use/consuming of substance or any indicators of use/consuming of substance at workplace in following manner:

In case you are an employee by login to the website (SGC and ethicsline link) or by an email to ethicsline@gfl.co.in

In case you are any Stakeholder by email to ethicsline@gfl.co.in

Please note that Employee and Stakeholder Grievance or Concern will be directed to the Chief Ethics Officer without disclosing their identity.