

## DRUGS & ALCOHOL POLICY STATEMENT

As a responsible employer, **Siam Global Engineering Co. Ltd** is committed to provide and maintain a safe and healthy work environment. It acknowledges that Alcohol and/or Drug abuse can have an adverse effect on employees' abilities to perform safely and effectively, thus as a consequence endanger themselves, their fellow workers and potentially the public, along with exposing an unacceptable risk to the company's business. This policy statement is designed in support to provide a safe and healthy environment and respect the rights of individuals affected by the company's operations.

### GENERAL

Employees shall be prohibited from entry to any **Siam Global Engineering Co. Ltd** premise/ site if they are under the influence of alcohol and/or any other drugs. They shall not be permitted to perform any task whilst under the influence of Alcohol, Prescription Drugs or any other illegal drugs.

- The consumption, carrying and possession of Alcohol are prohibited within all **Siam Global Engineering Co. Ltd**'s premises/ sites.
- The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or unprescribed drugs is prohibited within all **Siam Global Engineering Co. Ltd** premises/ sites. Employees must notify the company management if they are taking any prescription medication.

**Siam Global Engineering Co. Ltd** reserves the right to test any employee for alcohol or drugs in random tests in support of this policy.

**Siam Global Engineering Co. Ltd** will make every endeavour to provide assistance and other professional measures as appropriate if an employee recognizes there is a problem with alcohol or drugs.

**Siam Global Engineering Co.,Ltd.**



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Apilas Suriyavanagul

08/08/2010

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