

## 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

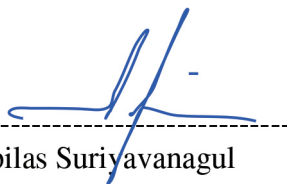
Employees shall be prohibited from entry to any Siam Global Engineering Co. Ltd premise/ site if they are under the influence of alcohol and/or any other drugs. They shall not be permitted to perform any task whilst under the influence of Alcohol, Prescription Drugs or any other illegal drugs.

- 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

29/04/2021

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