



DRUG AND ALCOHOL POLICY (Revision IV)



1. The Company has an occupational health and safety policy designed to eliminate injuries and accidents in the work place.
2. No employee or other person will be permitted to enter the Thaisarco work site while under the influence of alcohol or drugs.
3. The Company provides periodic training for all employees on the potential adverse effects of alcohol and drugs on mental alertness and physical performance in the work place.
4. The Company will encourage the responsible use of alcohol and medically prescribed drugs outside working hours.
5. The Company may at some future time introduce random testing for the presence of alcohol and drugs. This will only occur after full consultation with Thaisarco employees and the Union.
6. The Company will actively discourage the use or possession of illegal drugs or substances by employees. The Company fully supports the government's aim to remove illegal drugs from Phuket.

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(Mr. Andrew Davies)

Managing Director

07/01/2019