



## Drugs and Alcohol Policy

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Zeaquest Company Limited (Zeaquest or the Company) commits to create a safe workplace and the welfare of all personnel working within the wider framework of the Company's operations. Zeaquest recognizes that the use of drugs and alcohol will have an impact upon one's ability to work and expose the user, fellow workers, the public, and Company's assets to potential loss.

To minimize the exposure and any potential loss, the following restrictions are applied to all employees, Subcontractors, or other persons whilst under the care or direction of the Company.

- ◆ The possession, consumption, distribution, or sale of alcohol, illegal drugs, or illicit substances on Company business premises is totally prohibited.
- ◆ In support of this policy statement and in accordance with the conditions imposed upon the company by law and applicable regulations, Company may conduct unannounced searches for alcohol and drugs on Company's business premises. The Company will include the involvement of the Authorities if sufficient grounds exist.
- ◆ Any person, giving rise to reasonable suspicion of drug, alcohol, or substance impairment whilst on Company premises or on any worksite shall be liable for drug, alcohol, or substance abuse testing at a laboratory or center nominated by the Company.
- ◆ Employees, Subcontractors, or other persons who are in violation of this policy statement will be subject to disciplinary action and shall result in all costs involved being deducted from any monies earned.

The Company states categorically that the abuse of drugs or alcohol by any Manager, Employee, Subcontractor, or other person whilst under the care or direction of the Company will not be tolerated under any circumstances.

A handwritten signature in black ink, appearing to read "Songpan Svasdikara".

**Songpan Svasdikara**  
Chief Executive Officer  
April 1, 2021

