



DRUG & ALCOHOL POLICY

Purpose

This policy for use of mandatory comply with in-house regulation and legal compliance to all own employees, contractor/sub-contractors/ visitor fully comply on site

Scope

This policy covers all Authentic's projects.

Policy

AUTHENTIC CONSTRUCTION CO., LTD is committed to operate alcohol and drug free working environment and to ensure at all times that personnel working at its locations are never under the influence of drugs or alcohol.

To this effect, AUTHENTIC CONSTRUCTION CO., LTD is committed to enforce the following rules which must be fully accepted and adhered to by all personnel, visitors and contractors:

- Alcohol and illicit drugs are not permitted in AUTHENTIC CONSTRUCTION CO., LTD;
- Any person found under the influence of alcohol or illicit drugs (through behavior, and or showing test results exceeding the permissible limits) shall be asked to leave the premises;
- Any AUTHENTIC CONSTRUCTION CO., LTD personnel not complying with the above rules shall be submitted to disciplinary procedures;
- Any (sub) contractor or other personnel working in AUTHENTIC CONSTRUCTION CO., LTD's premises shall be formally requested to comply with these rules and any such personnel contravening these rules shall be asked to leave immediately;
- In order to verify compliance with above rules, AUTHENTIC CONSTRUCTION CO., LTD shall organize random testing of its own personnel whether or not there is suspicion of use of alcohol or illicit drugs;
- Non AUTHENTIC CONSTRUCTION CO., LTD personnel, i.e. visitors or contractors, will be asked to take an alcohol breath test on a voluntary basis. Should they fail an alcohol breath test, or are found to be in possession of alcohol or illicit drugs; they will be asked to leave the premises. A letter will be forwarded to their employer explaining the reason for the actions taken. This letter will confirm that the person was removed due to non-compliance with this Policy;
- Should an Incident or Near Miss Incident occur, where illicit drug or alcohol use could have been a contributing factor, or is suspected, any involved person(s) will submit to, depending on the suspicion, either an alcohol breath test, or give urine samples for analysis by an AUTHENTIC CONSTRUCTION CO., LTD approved Doctor (where drug abuse is suspected?) Should the suspicion be confirmed, such individual(s) shall be submitted to disciplinary procedures;
- Responsibility and authority for the implementation of this Policy is hereby assigned to the PM/PE & Site Safety Personnel who will be directly responsible to Management Representative(MD/PD/CE)

Management Review and Record keeping

This policy shall be review once a year for continual improvement and record 3 years from effective date.

Name: U Aung Myo Hein

Position: Managing Director

Effective Date: 01/10/2019