



Interhides Public Company Limited

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Alcohol and Drug Policy

Interhides Public Company Limited is committed and fully aware of all types of alcoholic or addictive substances that will be undermines performance and efficiency in work, which leads to insecurity in the workplace, cause of damage to life and property may occur. Therefore, company has established the following preventive measures:

1. Company reserves the right to conduct random alcohol and drug test on employees during work hours without prior notice.
2. Employees are prohibited from possessing any type of substance for consumption or sale on company premises. In this case, narcotic substances mean substances that cause intoxication and other illegal narcotics.
3. In case of a work error as a result of drinking alcohol or drugs, employees shall be personally liable for any fines or penalties incurred. If the offender is detained by the competent authorities for violating the drug regulations, he/she must pay compensation to the company for damages, such loss is not insured on the part of company.
4. If employee violates the alcohol and drug policy, he/she will be subject to company regulations and may face legal action.
5. Company may send employees to see a doctor, or send a doctor to workplace to test the amount of alcohol or drugs in the employee's body when there is reasonable suspicion that an employee has consumed alcoholic beverages or alcoholic drinks mixed with alcohol or has used drugs.
6. Company may consider requiring all prospective employees and contractors to undergo drug testing before hiring.

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All employees have a role and participate in campaigns, prevention, and inspections within the company. If you encounter any individuals behaving suspiciously, please notify your supervisor or supervisor immediately. If any violation of the policy is found, company will take disciplinary action in accordance with the regulations.



Announced on August 18, 2025

Mr. Ongart Thumrongsakunvong

Managing Director