



**MPRL E&P Pte Ltd.**

# ALCOHOL & SUBSTANCE ABUSE POLICY

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**DOCUMENT TITLE : ALCOHOL & SUBSTANCE ABUSE POLICY**  
**AUTHOR : SENIOR HSE OFFICER**  
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**APPROVED BY : EXECUTIVE MANAGEMENT**

## OBJECTIVES

MPRL E&P is committed to providing a safe, healthy, and drug- and alcohol-free work environment for all its employees, contractors, visitors, and partners.

MPRL E&P maintains a strict policy on the use and consumption of drugs and alcohol to any person traveling to, working or visiting onshore and offshore workplaces.

This policy includes the following:

- Zero Tolerance to drug or alcohol use in the MPRL E&P premises.
- Emphasis on the organization's commitment to maintaining a drug and alcohol-free workplace.
- Compliance with all applicable Myanmar Legislation associated with Drug and Alcohol rules and regulations.

## APPLICABILITY

This policy is applicable to all directors, officers, employees, advisors, consultants, contractors, subcontractors, suppliers, vendors, service providers, agents, joint venture partners, investors and other representatives of MPRL E&P, its subsidiaries and/or assets operated and/or managed by MPRL E&P and/or its subsidiary.

Breach of the MPRL E&P Alcohol & Substance Abuse Policy by an employee, director, officer, advisor, consultant, contractor, subcontractor, supplier, vendor, service provider, agent or other representative of MPRL E&P, its subsidiaries and/or any assets operated and/or managed by MPRL E&P and/or its subsidiary, may result in disciplinary action, including dismissal and/or termination, and be subject to other actions according to the applicable laws. MPRL E&P reserves the right to amend or update this policy as required from time to time.

## COMMITMENT

MPRL E&P commits to adhere to the following principles throughout our operations and business activities:

- Employees who are in an impaired condition reduce their ability to perform their jobs safely, thereby endangering not only themselves but also others. They may cause equipment and property damage or expose MPRL E&P to potential liability. If found under the influence, they will not be allowed to work or remain in the Workplace.
- Alcohol & Substance Abuse Policy applies to all staff, visitors, clients, and contractors, partners who are required to comply with it while conducting Company business activities. The Company also reserves the right to conduct tests during investigation processes related to industrial accidents/incidents when there is suspicion that alcohol & substance abuse may have played a role.



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CONTINUED

- The use, possession, sale, or purchase of any illegal drug on Company premises is strictly prohibited.
- If an employee or contractor related to MPRL E&P's business is suspected of being under the influence during the execution of work activities and/or while on Company premises, the Company can request that a drug/alcohol test (Reasonable Cause Testing) be carried out.
- In line with the Company's efforts to promote health, safety, and security at work, employees are encouraged to contact the Site Doctor in case of need to discuss the option of external counselling or treatment for alcohol or substance abuse. Company will ensure support and complete confidentiality for any employee who undergoes counselling or treatment.
- MPRL E&P will provide information, instruction, training, education, support, resources and, supervision to enable employees to perform their job duties safely and effectively with respect to implementation of this policy.

## **ACCOUNTABILITY**

Responsibilities for Screen and Test performance, associated with alcohol and drug use, are visible throughout the organization, with clarity for the HSE Department.

MPRL E&P Executive Management is accountable for the implementation of this policy. Implementation is achieved by adherence to our management systems by all personnel related to MPRL E&P businesses, not only our employees but also third-party personnel as well as through reinforcement of all Heads of Departments (HoDs) where appropriate.

## **REVIEW, MONITORING AND REPORTING**

With the consultation and participation of employees or employee's representatives, this policy shall be reviewed every two (2) years to ensure that it is aligned with changes in our business and operational conditions, new technology, government policies and legislation. Alcohol & Substance Abuse Policy and Procedures will be explained in brief by HSE Department at new staff orientation sessions, and HSE induction sessions for contractors, visitors & partners.