



## **DRUG AND ALCOHOL POLICY**

ENPROSERVE (M) SDN BHD (EMSB) is committed to establishing a workplace free from the influence of drugs and alcohol, including the abuse of other intoxicating substances, to ensure a safe, productive, and conducive working environment for all EMSB working team members (employees and subcontractors).

To achieve this objective, EMSB has set the following strategic approaches:

- **Zero Tolerance:** EMSB will not tolerate any instances of drug, alcohol, or other intoxicating substance abuse involving EMSB personnel, including third parties dealing with EMSB.
- **Consequences of Non-Compliance:** Individuals found in possession, distributing, using, or under the influence of drugs, alcohol, or other intoxicating substances will face disciplinary action and/or be handed over to the authorities. Failure to comply with this policy may result in termination of service, contracts, or any other dealings with EMSB.
- **Screening of External Parties:** No individual will be accepted to work with EMSB if they refuse to undergo a drug/alcohol test or found positive after taking the test.
- **Employee Cooperation:** All EMSB employees must cooperate with any EMSB-appointed parties for every related inspection program conducted. EMSB also reserves the right to conduct random inspections without notice at the work premises at any time.
- **Awareness Program:** EMSB will conduct awareness programs from time to time to ensure this policy is understood by all interested parties.

A handwritten signature in black ink, consisting of a large, stylized 'N' followed by a circular flourish.

Mohd Nizam bin Yaakub  
Chief Executive Officer  
Date: 20<sup>th</sup> May 2024