



TEMA ULUNG ENERGY SDN BHD (1123873-M)

Health, Safety and Environment Policy

POLICY STATEMENT – DRUG & ALCOHOL

In line with TEMA ULUNG ENERGY's commitment to HSE, we are committed to the protection of our employees and their work environment. We fully support the Government's policy with regard to possession, use and distribution of illegal Drugs and misuse of Alcohol.

The abuse of Drugs and Alcohol will impair work performance and is a serious threat to HSE and productivity. We aim to eliminate the risks involved with Drugs and Alcohol Abuse with the following policies:

- The misuse of Legal Drugs or the use, possession, distribution or sale of illegal Drugs whilst on TEMA ULUNG ENERGY business or office is strictly prohibited
- Being at work whilst under influence of Drugs or Alcohol is strictly prohibited.
- Use of illegal Drugs of Alcohol consumption is not permitted during working hours, on any of TEMA ULUNG ENERGY's or client's office or premises.
- All potential employees will be tested for Drug use prior to any employment with TEMA ULUNG ENERGY
- Conduct unannounced or random search for Drugs and Alcohol on TEMA ULUNG ENERGY office or worksite.

This policy shall incorporate into employees Terms and Conditions of Employment and any failure to comply with this policy may result in termination of employment.

TEMA ULUNG ENERGY recognizes that Drugs or Alcohol dependence is a treatable condition. Employees who have Drugs or Alcohol dependence are encouraged to seek medical advice and to follow appropriate treatment promptly

APPROVED AND ENDORSED FOR CIRCULATION BY:

.....
MARZUKI MAIDIN@SHAMSUDDIN
PROJECT DIRECTOR
(1 JANUARY 2020)



.....
MOHAMED FIKRI ARIPIN
EXECUTIVE DIRECTOR
(1 JANUARY 2020)