# DRUG AND ALCOHOL POLICY

**AIMS-GLOBAL ENGINEERING SDN BHD (AGESB)** has a longstanding commitment to provide a safe, quality-oriented and productive work environment consistent with the standards of the community in which the Company operates.

AGESB is strictly restricted the consumption or being under influence of non-prescribed drugs and alcohol that can adversely affect an employee's health, safety and job performance.

AGESB wishes to ensure that each employee is personally responsible not only to himself/herself but also to the others, and the Company in eliminating the usage of drugs and alcohol across our whole business locations. To ensure full compliance to our policy, the following measures are being implemented:

- Prior to the employment, prospective employees shall undergo pre-employment medical screening on drugs and alcohol;
- Continuously promote working environment with zero tolerance on abuse of drugs and alcohol;
- Total prohibition of possession, consumption, distribution or sales of the drugs or alcohol at every AGESB work locations;
- Random test on drugs and alcohol in situation where suspected drugs or alcohol abuse has occurred;
- Conducting comprehensive investigation after occurrence of an incident or accident (For-Cause Testing) , whereby the possibility of drugs or alcohol might have a contributing factor; and
- Employees found to be in possession or under the influence of drugs or alcohol are subjected to disciplinary action that includes immediate termination of employment with the Company.

All employees and contractors are required to adhere to this policy.

**CAPTAIN MOHD TARMIZI MEJAM**
Group Chief Executive Officer
Date: 1st January 2024