SARAWAK METRO SDN BHD (201801007738)
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DRUG AND ALCOHOL POLICY

Sarawak Metro Sdn Bhd (SMSB) is committed to maintaining a healthy and safe working environment for our employees and stakeholders. We recognise that the misuse of drugs, alcohol and other similar substances can seriously compromise individual health, workplace safety and the reputation of the Company.

As such, the Company strictly prohibits the following actions at all SMSB workplaces, premises, worksites, vehicles and during all work-related events or activities:

1. Consumption of illegal drugs, alcohol and/or abuse of any similar substances;
2. Purchase and/or facilitation of the purchase of illegal drugs, alcohol or any similar substances;
3. Possession of illegal drugs and/or alcohol;
4. Reporting to work under the influence of illegal drugs and/or alcohol;
5. Soliciting, selling, transporting and suppling illegal or non-prescribed drugs and/or alcohol.

Employees who are undergoing medical treatment with prescription drug that may affect their ability to perform duties safely are required to report to their supervisor or designated authority.

SMSB acknowledges its obligation to take reasonable and appropriate actions in addressing drug and alcohol-related matters in the workplace. The Company may carry out investigations, provide support where necessary, and enforce corrective measures in line with this policy.

Any violation of this policy is considered a serious misconduct. Disciplinary action may be taken by the Company, including but not limited to suspension, counselling or termination of employment, depending on the severity of the violation.

TS. MAZLI BIN MUSTAFFA
Chief Executive Officer
Sarawak Metro Sdn Bhd