



DRUGS AND ALCOHOL POLICY

The consumption or influence of drugs and alcohol can impair performance at work, and can be a serious threat to health, safety, environment and productivity. PPSB wishes to ensure that each employee has a personal responsibility to themselves, other employees and the company to help eliminate drug and alcohol misuse. To achieve this, PPSB will adopt the following policy in order to prevent substance use by employees and others engaged by PPSB, does not adversely affect the safe and successful conduct of the company business.

- ❖ Promote a working environment that does not tolerate the inappropriate use of alcohol or other drugs;
- ❖ The illicit use of legal drugs or the use, possession, distribution, or sale of illegal drugs on PPSB business or locations is strictly prohibited;
- ❖ Employees may be required to undergo an alcohol and drug testing where good reason exists to suspect alcohol or drug abuse;
- ❖ Conduct comprehensive investigation of work-related accidents and incidents including the possibility that the use of alcohol or drugs may have been a contributing factor;
- ❖ Reserve the right to conduct lawful searches for alcohol or drugs on company locations;
- ❖ Provide employees with confidential assessment, counseling, referral and aftercare services through occupational health services, the medical services available to the worksite, or a company-sponsored employee assistance program;
- ❖ Support the rehabilitation and return to work of employees who have had problems with alcohol or drug dependency;
- ❖ All contractors and sub-contractors are required to ensure that their employees meet the intent of this policy throughout their services to PPSB.

In ensuring that such provision complied by employees at all stages, PPSB shall take disciplinary action against any person discovered in possession of, or under the influence of alcohol or drugs.

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Managing Director

PIONEER PEGASUS SDN BHD

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