



## Drug and Alcohol Policy

**ESSEM Group** is fully committed to maintaining safe and health working environment, totally free from unperceived drugs and alcohol which impairs employee health and productivity.

Illegal possession, consumption, distribution or sale of drugs or alcohol by any personnel of the Company shall lead to their instant dismissal and will render such persons liable to legal proceedings.

To ensure compliance to our policy on elimination of alcohol and drug abuse, the following measures are being implemented:

- ✘ Prior to employment with **ESSEM Group**, prospective employees are to undergo pre-employment medical screening on drugs and alcohol
- ✘ Random test on drugs and alcohol in situation where suspected drugs or alcohol abuse has occurred
- ✘ Unannounced periodic or random testing on employees to be conducted as deemed necessary by the company
- ✘ Conduct lawful searches for alcohol and drug at any work area or location

All employees of **ESSEM Group** are strictly required to adhere to this "Policy" by fully complying with the Company's Procedures well as all applicable industry, national and international regulations.

A handwritten signature in black ink, appearing to be "Muffadzlee Dato' A. Sufian".

**Muffadzlee Dato' A. Sufian**  
Managing Director

10<sup>th</sup> June 2016