



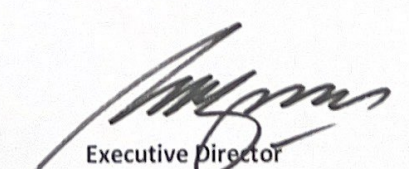
DRUG AND ALCOHOL POLICY

TUAH adheres to developing a safe and healthy work environment for its employees. We are aware that employees who abuse alcohol, drugs, or other substances can seriously harm both their own health and other people's safety.

All Employees, Clients, Visitors and Vendors/Contractors involved in any our business operation shall comply with the following requirements:

- ✓ Employees must not consume alcohol or be under the influenced of alcohol while working.
- ✓ Employees under the influence of drugs or alcohol shall subject to heavy disciplinary action.
- ✓ No Employees will be allowed to work under the influence of drugs or alcohol at any time. Employees with medication shall report the fact to immediate Supervisor in charge.
- ✓ TUAH shall comply to the requirement of local legislation and industry codes of practice in handling alcohol and drug related problem.
- ✓ Employees are prohibited from using, processing, possessing, transporting or sell narcotics, illegal drugs or drug paraphernalia, while are on Company premises, or while travelling using Company's transport.

All Employees, Clients, Visitors and Vendors/Contractors shall remain fully committed to achieve the objectives of this policy and ensure that they are fit to work.



Executive Director

Ir. AHMAD NAZWAN BIN MAT ZIN

22 June 2023