




## **ALCOHOL AND DRUG ABUSE POLICY STATEMENT**

At **TREUN SDN. BHD.**, our Alcohol and Drug Abuse Policy requires all employees to perform their duties in a clear and sober state of mind, without the presence of alcohol, illegal or inappropriate drugs, or similar substances. Furthermore, employees are expected to take appropriate measures to prevent alcohol consumption and drug abuse within our company's premises.

To achieve the objectives of this policy, we have established the following guidelines:

- All employees must be free from the influence of alcohol or any controlled substances while carrying out their job responsibilities.
- The possession, use, distribution, or sale of alcoholic beverages, illicit drugs, unprescribed controlled drugs, drug paraphernalia, or the misuse of legitimate prescription drugs during work on company premises is strictly prohibited.
- Any employee found to be intoxicated or under the influence of illicit drugs or found engaging in any form of drug or alcohol abuse will be subject to disciplinary action, which may include possible termination of employment.
- Prospective employees who refuse alcohol/drug tests or test positive during screening will not be considered for employment within **TREUN SDN. BHD.**
- **TREUN SDN. BHD.** retains the right to conduct searches on employees suspected of drug or alcohol abuse, which may extend to the employee's personal belongings, vehicles, and agents located on company premises. Non-cooperation or policy violation may result in employment termination.
- We reserve the right to perform post-incident drug and alcohol tests on employees working in safety-sensitive areas and positions following any safety-related incidents. Additionally, we may conduct spontaneous and random drug and alcohol testing as deemed necessary for evaluating work performance.
- **TREUN SDN. BHD.** will implement a comprehensive drug and alcohol testing program, as outlined in our policy or as required by our clients. All testing will be conducted by approved and certified laboratories that adhere to recognized certification standards.

In summary, our policy places a strong emphasis on a sober and drug-free work environment and outlines measures to ensure compliance. We are committed to maintaining a safe workplace through necessary drug and alcohol testing."

  
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**MANAGING & COMMERCIAL MANAGER**  
**TREUN SDN. BHD 202301036071**  
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