



Destini Oil Services Sdn Bhd

## **Drug and Alcohol Policy**

In compliance with the Occupational Safety and Health Act (1994) , the Employment Act (1955) and Drug Laws relating to illicit drug use (Dangerous Drugs Act 1952 and Poisons Act 1952) and consistent with its Mission Statement, the Destini Oil Services promotes a workplace free from illegal use, possession, or distribution of controlled substances or drugs and to ensure as far as practicable, the safety, health and welfare at work of his employees.

The Destini Oil Services personnel have the responsibility and the right to perform their jobs in a safe, conscientious, and effective manner. Consequently, the workplace environment must be drug-free and insure personnel are free from the effects of controlled substances or drugs.

Any unlawful or unauthorized transfer, sale, distribution, manufacture, possess, or use without medical authorization a controlled substance or drug in the workplace or alcohol by an employee on the job, in the workplace or where our facility work is performed is prohibited. Every person, including employers, directors, consultants, employees, as well as visitors, clients, customers and contractors entering the workplace is covered.

Infringement of the policy will be subject to disciplinary action and/or termination.

A handwritten signature in black ink, appearing to read "Shahril Hamdan", is positioned above a horizontal line.

**Shahril Hamdan**  
**Chief Executive Officer**

1<sup>st</sup> May 2016