



KULIM (MALAYSIA) BERHAD

WORK PLACE DRUG POLICY

KULIM recognizes that the use and abuse of drugs will impair the ability of individuals to perform properly and will have serious adverse effects on safety, efficiency and productivity. This Policy is formulated based on Guidelines on Preventing and Responding to Drugs and Alcohol Problems in the Workplace issued by the Ministry of Human Resources Malaysia.

AIM

The objective of the Policy is to help maintain a safe, healthy and productive work environment.

SCOPE

This Policy applies not only to KULIM employees but includes visitors, clients, customers and contractors entering our work locations.

KULIM operates a ZERO TOLERANCE on use, manufacture, possession, sales or trafficking of illegal drugs and abuse of Prescribed Drugs.

In order to achieve the objective of this Policy, KULIM reserves the right to:

- ❖ search any individual and/ or his personal belongings within our premises
- ❖ require any individual within our premises to undergo testing for the presence of illegal drugs and controlled substances

Any employee who is found to have infringed any provision of this policy may be subject to disciplinary action, including termination of employment. For non-employee, he/she shall be required to leave our premises with immediate effect and/or other action(s) deem appropriate.

Approved By:

ZULKIFLY ZAKARIAH

Executive Director

01 May 2018