


## **HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY (DRUGS AND ALCOHOL POLICY)**

In line with **PARADIGMA CEMERLANG SDN.BHD** commitment to Health, Security, Safety and Environment, we are committed to pursue the goal of no harm to people and protect the environment.

The abuse of drugs and alcohol can impair performance at work and can be a serious threat to health, safety, security, environment, and productivity therefore, the Company aims to minimize the risk involved. To achieve this, the following policy will be part of the employees' conditions of employment.

- Being at work whilst impaired by alcohol or drug is strictly prohibited. Except where authorized by Business head on special occasions, no alcohol consumption is permitted during working hours on any **PARADIGMA CEMERLANG SDN.BHD** work site
- The illicit use of legal drugs or the use, possession, distribution, or sale of illegal drugs on Company business or location is strictly prohibited
- Preceding employment, the Company will test individuals for drug use
- The Company may conduct unannounced searches for alcohol and drug on company locations it may also require employees to submit to alcohol and drug testing where good reason exists to suspect alcohol or drugs. Unannounced, periodic, or random testing will be conducted on all employees, client requirement, a position where testing is required by law, or has had an abuse problem. If a result is positive, in most cases on first time only basis, the employee will be allowed to continue in employment provided there is compliance with the appropriate rehabilitation procedures (e.g., education, counselling, treatment and unannounced testing)
- Failure to comply with this policy may result in termination of employment



**BLASIUS GOLIBIN**  
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**PARADIGMA CEMERLANG SDN BHD**  
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