



DRUGS AND ALCOHOL POLICY

CARIMIN strives to provide a safe work place for all its employees and that includes a work place free from any substance abuse. It is our policy that:

1. Non prescribed drug and alcohol are strictly prohibited at all our work premises.
2. All employees and the employees of our partners shall not be under the influence of drug and alcohol when performing works at Company's premises or designated premises.
3. Noncompliance to the above rules is a serious offence and may result in immediate dismissal.
4. As and when required, at the discretion of the company, employees will be requested to undergo drug and alcohol test.

A blue ink handwritten signature, appearing to read 'Mokhtar Hashim', is written over a horizontal line.

Mokhtar Hashim
Managing Director
27 FEBRUARY 2020