

# TENAGA BUMISAR



## ALCOHOL AND DRUG ABUSE POLICY

TENAGA BUMISAR SDN BHD is committed to providing a safe work and to fostering the wellbeing and health of employees. That commitment is jeopardising when Tenaga Bumisar Sdn Bhd employees uses illegal drugs and abuse the use of alcohol, comes to work with illegal substances presence in his body or under the influence of illegal drugs and alcohol, distributes or sells illegal drugs in the workplace.

Section 15 (2) of the OSH Act requires every employer and every self-employed person to ensure, as far as practicable, the safety, health, and welfare at work of all his employees. Drug and alcohol use can pose a major risk to employees' safety, health, and welfare, and therefore employers have a legal duty under the Act to take measures in order to eliminate or minimise the risk.

Tenaga Bumisar Sdn Bhd has established the following policy regarding drug, alcohol, and substance abuse to ensure that we meet our obligations to our employee, clients, shareholders and public. Violations of this policy are subjected to disciplinary action ranging from a letter of reprimand to suspension of work without pay, up to and including dismissal.

Tenaga Bumisar Sdn Bhd shall give full co-operation to the client or other relevant authorities in conducting random drug and alcohol abuse test and shall act upon the results of the test on its employees.

Signed By,

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Sharimah Binti Arbi  
Director  
TENAGA BUMISAR SDN BHD

Signed By,

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Norini Binti Matusin  
Director  
TENAGA BUMISAR SDN BHD

Signed By,

.....  
Pauziah Binti Salleh  
Director  
TENAGA BUMISAR SDN BHD

Date: 18th June 2023

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