

# SUBSTANCE MISUSE POLICY

DELEUM BERHAD and its subsidiaries (“DELEUM”) are committed to Health, Safety and Environment excellence while conducting its businesses. As part of our shared values, DELEUM believes and recognizes the right of every employee and contractor to work in a healthy and safe environment.

DELEUM is committed to provide a Substance Misuse-free workplace as Substance Misuse impairs employees' work performance of themselves and others, which may adversely affect Health, Safety and Environment matters.

Under this policy:

1. Substance Misuse includes any illegal drugs, alcoholic beverages, legal psychoactive drugs without legal prescription, and legally prescribed psychoactive drug consumed beyond their therapeutic uses.
2. Unauthorized consumption, possession, distribution or trading of any Substance Misuse or being under the influence of any such Substance Misuse within DELEUM’s premises, or while performing work and/or business for or on behalf of DELEUM, is prohibited.
3. DELEUM reserves the right to conduct test and search for Substance Misuse on any employees, contractors and sub-contractors and their employees as well as third parties within its premises at any time deemed necessary.

This policy is enforced under DELEUM Substance Misuse Procedure and any failure to comply with this policy or its associated requirements may result in disciplinary action and/or punishment in accordance with the applicable policies, laws and regulations or any action as may be deemed appropriate by DELEUM.

DELEUM requires its employees, contractors and sub-contractors and their employees, as well as third parties within its premises to adhere to this policy at all times.