



## **DRUG & ALCOHOL POLICY**

Trinova Sdn Bhd is committed to maintain a safe and productive workplace.

TSB considers the control of Drug and Alcohol to be one of the principal areas for attention. No shore based staff, consultant and contractors engaged with TSB shall be left unaware of TSB policy in this respect.

TSB policy should conform to the industry requirements. The policy is a part of the safety management system and covers the following: -

1. The consumption of alcohol or the takings of drugs, except in case prescribed drugs, are strictly prohibited.
2. Promote a work organization that does not encourage substance usage. ZERO TOLERANCE on possession or use of drugs and/ or alcohol (0 Breath Alcohol Content & 0 Drug Content).
3. Drug and alcohol testing for all employees for pre- employment/ pre- joining, post-accident/ incident (at earliest opportunity) and/ or at reasonable cause.
4. All employees shall be evaluated with regards to misuse of drug and alcohol.
5. Random drug and alcohol tests could be done without any pre-notice.
6. Any person found in non-compliance of this policy will have their employment terminated.

All employees and contractors are required to comply with this policy; a breach of this policy may result in Trinova Management to investigate and apply its disciplinary action.

**For Trinova Sdn Bhd**

**OMAR BIN KHALID**  
Chairman

Effective Date: **27<sup>th</sup> March 2026**