

# Substance Misuse Control Policy

MHB is committed to providing a substance misuse-free workplace, as substance misuse impairs employees' work performance and the safety of oneself and others, posing a threat to Health, Safety and Environment.

Under this policy, 'substance' includes any illegal drugs, alcoholic beverages, legal psychoactive drugs obtained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescribed uses.

It is MHB's policy that the unauthorised consumption, possession, distribution, purchase or sale of any substance, or being under the influence of any substance either within its premises, or while performing work and/or business for or on behalf of MHB, is prohibited.

MHB shall promote awareness of the potential hazards associated with substance misuse.

MHB reserves the right to test and search for substance misuse on any employees, contractors and subcontractors, and their employees, as well as third parties within its premises. This is subject to the extent permitted by the law of the jurisdiction in which the individual is employed or engaged.

MHB employees who breach any provision of this policy will be subjected to disciplinary action, which may include termination of employment.

MHB contractors, subcontractors and their employees, as well as third parties who breach any provision of this policy shall be barred from working at or visiting any MHB's premises at Company's sole discretion.

MHB shall, at its discretion, facilitate appropriate assistance to employees who disclose that they are under influence of a particular substance and shall ensure the confidentiality of any employee in accordance with the laws of the jurisdiction in which they are employed.

MHB requires its employees, contractors, subcontractors and their employees, as well as third parties within its premises to adhere to this policy at all times when performing services for MHB.

# Polisi Kawalan Penyalahgunaan Bahan Terlarang

MHB sangat komited dalam menyediakan tempat kerja yang bebas daripada penyalahgunaan bahan terlarang kerana ianya akan menjejaskan prestasi pekerja, membahayakan keselamatan diri dan orang lain serta mengancam Kesihatan, Keselamatan dan Alam Sekitar.

Polisi kawalan penyalahgunaan bahan terlarang merangkumi semua larangan ke atas penyalahgunaan dadah berbahaya, minuman beralkohol, penggunaan dadah psikoaktif yang diperolehi atau digunakan tanpa preskripsi doktor serta melebihi nilai terapeutik yang ditetapkan.

Melalui polisi MHB ini, sebarang penggunaan, pemilikan, pengedaran, pembelian atau penjualan tanpa kebenaran, atau berada di bawah pengaruh apa-apa bahan terlarang semasa berada di premis, atau semasa melakukan tugas dan/atau urusan untuk atau bagi pihak MHB adalah dilarang.

Sehubungan dengan itu, MHB akan sentiasa meningkatkan kesedaran mengenai risiko penyalahgunaan bahan terlarang.

MHB berhak untuk melakukan ujian dan pemeriksaan terhadap mana-mana pekerja, kontraktor, subkontraktor serta pekerja mereka dan juga pihak ketiga yang berada di premis milikan atau di bawah kawalan MHB, setakat mana yang dibenarkan menurut bidangkuasa perundangan yang tertakluk ke atas mereka.

Mana-mana pekerja, sekiranya didapati berada di bawah pengaruh penyalahgunaan bahan terlarang, atau telah melakukan sebarang penyalahgunaan bahan terlarang, akan dikenakan tindakan disiplin termasuk penamatan perkhidmatan pekerja.

Kontraktor, subkontraktor serta pekerja mereka, dan pihak ketiga yang melanggar peruntukan polisi ini adalah dihalang daripada bekerja di dalam premis atau memasuki premis milikan MHB selama satu tempoh, mengikut budi bicara Syarikat.

MHB hendaklah, mengikut budi bicaranya, memberikan bantuan yang sewajarnya kepada pekerja yang secara sukarela mendedahkan bahawa mereka di bawah pengaruh bahan terlarang dan maklumat pekerja akan dirahsiakan selaras dengan bidangkuasa perundangan yang tertakluk ke atas mereka.

Semua pekerja, kontraktor, subkontraktor dan pekerja mereka, serta pihak ketiga yang berada di premis milikan atau di bawah kawalan MHB, adalah diingatkan agar sentiasa mematuhi polisi yang ditetapkan semasa menjalankan perkhidmatan untuk MHB.

A handwritten signature in black ink, appearing to read 'Nazir'.

**Mohd Nazir Mohd Nor**  
Managing Director & Chief Executive Officer  
*Pengarah Urusan & Ketua Pegawai Eksekutif*  
7 February 2024