



ALCOHOL AND DRUG POLICY



PALB ENGINEERING (M) SDN BHD is responsible for maintaining safe, healthy and efficient working conditions for its employees and contractors and for protecting the safety and security of its products and facilities.

The possession, use or sale of an illegal drug or alcohol in the workplace is prohibited as it poses unacceptable risks for safe, healthful and efficient operations. The Company takes a serious view of any violation and abuse of drugs and the use of alcohol as its work sites and will not hesitate to take the necessary disciplinary actions including immediate dismissal, even for a first offence. Any violation of a Contractor's employee will require immediate removal of the offending person and may be prohibited from future entry.

The Company reserves the right to conduct unannounced, random searches of its property and facilities, including work areas, desks and lockers assigned to employees and contractors, at any time. No employee, contractor or contractor's employee has the right to interfere with or object to such searches of Company property based on expectations of privacy or otherwise.

Searches of the persons of employees and contractors, including articles of clothing being worn by employees, are prohibited.

This policy applies to all regular full-time, part-time, and casual employees as well as to employees of contractors and subcontractors working at all Company facilities. The Company expects full compliance at all times.



ANDREW ANAK LAMIT
Managing Director
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