



# KINSAJASA SENDIRIAN BERHAD

## DRUG & ALCOHOL POLICY

The Policy of KINSAJASA SDN.BHD. (KJSB) is to conduct business to the highest possible safety standards. The use of drugs and alcohol increases the risk of human error at work, and can lead to a serious threat to our safety and that of others.

In recognition of the above and to ensure a drug & alcohol free work environment, our Drug & Alcohol policy will be as follows from immediate effect:

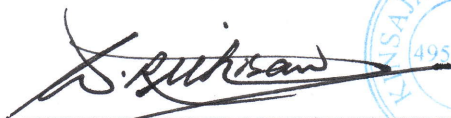
1. All KJSB personnel & Contractor working at project site (s) must be free of Drug abuse or Alcohol at all times.
2. The possession and consumption of drugs and alcohol during working hours and at work site is strictly prohibited.
3. Any personnel found violating the policy will be liable to disciplinary action, including termination.

The Company will conduct random check or mandatory checks for those suspected of being under the influence of drugs abuse or alcohol.

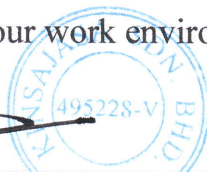
The main thrust of our effort must be aimed at the prevention through education & counseling. In this respect, you are encouraged to help yourselves, your families and your colleagues by:

- Understanding fully & recognizing the health & safety hazards of drugs & alcohol abuse,
- Persuading colleagues, who have a dependency on drugs or alcohol, to seek early treatment.

Let us all help to keep our work environment drug and alcohol free.



**DR. RICHARD WIL, K.M.N., A.M.N., P.B.S.**  
MANAGING DIRECTOR



Date: 7<sup>th</sup> August 2013