

DRUGS AND ALCOHOL POLICY

In line with DIALOG's commitment to Health, Safety, and Environment (HSE), we are committed to the protection of our employees and their work environment. DIALOG further fully supports the Government's policy with regard to possession, use and distribution of Illegal Drugs and misuse of Alcohol.

The Abuse of Drugs and Alcohol will impair work performance and is a serious threat to HSE and productivity. DIALOG aims to eliminate the risks involved with Drug and Alcohol Abuse via the following provisions:

- Being at work whilst under the influence of Drugs or Alcohol is strictly prohibited. Usage of Illegal Drugs or Alcohol consumption is not permitted during working hours on any DIALOG or client worksites or premises.
- The misuse of Legal Drugs or the use, possession, distribution, or sale of Illegal Drugs whilst on DIALOG business or worksites is strictly prohibited.
- All potential employees will be tested for Drug use prior to any employment with DIALOG.
- DIALOG may conduct unannounced or random searches for Drugs and Alcohol on DIALOG worksites or premises. DIALOG may also require employees and any external personnel on DIALOG premises to submit to Drug and Alcohol testing where there is a reasonable cause to suspect Drug or Alcohol Abuse.
- All contractors, sub-contractors, vendors and suppliers are required to ensure that their employees and workers comply with this policy whenever they are on DIALOG's worksite or premises.

This policy shall be incorporated into the employees' terms and conditions of Employment and any failure to comply with this policy may result in termination of employment.

The Company recognizes alcohol or drug dependence as a treatable condition. Employees who have alcohol or drug dependence are encouraged to seek medical advice, and to follow appropriate treatment promptly.



TAN SRI DR NGAU BOON KEAT
Executive Chairman,
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