PACIFIC OLEO
Member of Lam Soon Group

Pacific Oleochemicals Sdn Bhd
Co. No.: 198001010391 (64175-U)
Plo 285, Jalan Pekeliling Timur
PO Box 143, 81707 Pasir Gudang
Johor Darul Takzim, Malaysia
TEL +60-7-251 8000 FAX +60-7-251 1066
EMAIL poc@pacificoleo.com

SMOKING, ALCOHOL AND DRUG ABUSE POLICY

At **Pacific Oleochemicals Sdn. Bhd**, we are committed to maintain productivity and efficiency through a healthy workforce by working hand in hand with the employees and contractors. Through the implementation of this policy we aim to eliminate the risks of smoking, cigarette, e-cigarette, tobacco, alcohol and substance abuse among our employees and contractors. We strive towards improving the safety at workplace, thus reducing the cases of absenteeism, sickness, disability, accidents, incidents, productivity decreases and poor performance caused by substance abuse.

- Set clear rules and regulations regarding the prohibition on smoking, cigarette, e-cigarette, tobacco, alcohol, drugs and (illegal) substances at workplace.
- Inform and educate all employees on companies' smoking, cigarette, e-cigarette, tobacco, alcohol, drugs and (illegal) substances rules, and the sanctions for violation of these rules.
- Provide Information, education, trainings and other relevant programs about the adverse effects of smoking, cigarette, e-cigarette, tobacco, alcohol and drug abuse to employees and contractors.
- Efforts are made to ensure prevention, early identification and treatment, thus facilitating a good prognosis.
- Employees and Contractors are responsible for being "fit for duty". They are strictly prohibited from being at company-locations with impaired performance due to alcohol, drugs and (illegal) substance.
- Strictly prohibit the possession, consumption, distribution or sale of drugs, alcohol, cigarette, e-cigarette, tobacco within the company premises.
- Serious disciplinary & legal action will be taken on the related personnel, if the above rulings are offended.

Low Yin Peng
Managing Director

REV : 6
DATE : 22-03-2024