

SUBSTANCE MISUSE POLICY STATEMENT

Zinsolar Engineering Sdn Bhd is firmly committed to maintaining a safe, healthy, and productive work environment free from the risks associated with substance misuse, including the use of drugs and alcohol. We recognize that substance misuse can have serious adverse effects on workplace safety, employee well-being, and overall productivity. The company has established clear guidelines and expectations for all employees to uphold this commitment.

The possession, use, or distribution of illegal drugs and alcohol on company premises, at worksites, or during work hours is strictly prohibited. Employees are expected to report to work in a condition that ensures they are fit for duty, free from the influence of drugs or alcohol, and capable of performing their responsibilities safely and effectively.

To further ensure workplace safety and support employees, Zinsolar Engineering Sdn Bhd reserves the right to conduct drug and alcohol testing when deemed necessary. Employees who are struggling with substance misuse are strongly encouraged to seek assistance through appropriate support programs or counselling services provided or recommended by the company.

Any violation of this policy will result in disciplinary action, which may include termination of employment. However, Zinsolar Engineering Sdn Bhd is equally committed to supporting employees through educational initiatives, awareness programs, and access to resources to help address and prevent substance misuse.

By adhering to this policy, we aim to foster a safe and productive workplace that prioritizes the well-being of all employees.



MUHAMMAD FIRDAUS BIN ISMAWI

CHIEF EXECUTIVE OFFICER

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