



SUBSTANCE AND ALCOHOL MISUSE AT WORKPLACE POLICY

GAMUDA is committed to providing a safe, healthy, and productive work environment for all employees, contractors, and visitors. This policy outlines the company's stance on substance and alcohol misuse to safeguard workplace safety, compliance with Malaysian laws, and adherence to industry standards.

Objectives

- Comply with legal and regulatory obligations.
- Ensure a Safe, Healthy and Substance and Alcohol-Free Workplace.
- Promote fitness for Duty.
- Drive towards zero injuries or incidents by ensuring a substance and alcohol-free workplace.
- Prevent and manage substance abuse.
- Support employee wellbeing and rehabilitation.

We seek to achieve the objectives by:

- Clear communication & awareness by disseminating the policy through onboarding programs, site briefings and internal communications.
- Conduct regular awareness campaigns and toolbox talks to promote understanding of risks and responsibilities.
- Implement fair and consistent testing protocols which follow best practice & maintain confidentiality.
- Provide training for employees and contractors on the effects of substance and alcohol misuse, signs of impairment and how to take appropriate action.
- Give support & rehabilitation for those affected and encourage voluntary disclosure and support structured return-to-work plans where appropriate.
- Periodically review and update policy to reflect legal changes, emerging risks, and continuous improvement.

All levels of Gamuda employees, contractors and visitors are expected to always comply with the Substance and Alcohol Misuse Policy.

A handwritten signature in black ink, appearing to read 'Justin Chin Jing Ho', written over a horizontal line.

JUSTIN CHIN JING HO
Managing Director
Gamuda Engineering Sdn. Bhd.

Date: 05 March 2026