



**NKA ENERGY VENTURES SDN BHD**

(728474-U)

## DRUG AND ALCOHOL POLICY

It is the policy of **NKA ENERGY VENTURES SDN BHD** to provide and maintain a healthy and productive working environment for all employees.

Accordingly:

- The misuse of legitimate drugs or the use, possession, distribute or sale of unlawful or non-prescribed drugs is strictly prohibited, ashore or on board Company vessels.
- At no time should any employee be under the influence of alcohol while performing assigned duties
- Drugs and Alcohol are strictly prohibited on board all Company vessels.
- Non-compliance with the above requirements shall be considered a serious offense and grounds for termination of employment.

All employees are required to undergo medical evaluation prior joining Company vessel. They may also be subjected to random unannounced searches for drugs or medical tests for drug/alcohol consumption where the use of drugs or the abuse of alcohol is either obvious or suspected.

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**Azman Muhamed Dul**  
**Managing Director**  
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