

DRUG AND ALCOHOL POLICY STATEMENT

It is the policy of Alkahfi Lestari Oil & Gas Sdn Bhd to strictly prohibit the possession, use or distribution of alcohol or of illegal drugs or substances onboard Company property and vessels. It is a serious offense and grounds for employment termination, for any employee to be found using or in possession of alcohol or of any illegal drug or substance. Being unfit for work due to the use of drugs or alcohol is forbidden and grounds for termination of employment.

The Company is committed to providing a safe, healthy and productive working environment for all employees (both shore-based and onboard Company vessels). We observe 'zero tolerance' (requiring zero Breath Alcohol Content and zero drug content). Employees of other companies, suppliers and visitors are also required to observe the Drug and Alcohol Policy whilst on Company premises.

All Company employees shall positively contribute in the maintenance of a safe, healthy and productive working environment. Accordingly, all employees:

- Are recognized as key participants to the successful implementation of this policy.
- Have a responsibility to the Company, their fellow employees, their subordinates and the general public to ensure that everyone in the workplace complies with this policy.

While the above-mentioned Drug and Alcohol Policy specifically refers to drugs and alcohol; it is intended to be applicable to all forms of substance abuse.

The Company shall, from time to time, conduct unannounced searches and test for drugs and alcohol, where the use of drugs or the abuse of alcohol is either obvious or suspected. In the case of any serious accident, testing may be carried out in the course of the investigation. At no time shall any employee be allowed to perform assigned duties while under the effect of alcohol or drugs.

Failure to comply with Drug and Alcohol Policy may be grounds for termination.