

# SUBSTANCE MISUSE POLICY



PETRA is committed to providing a Substance Misuse-free workplace as Substance Misuse will impair human work performance and the safety of one's self and others, posing a risk to the Occupational Health, Safety and Environment.

Under this policy, Substance of Misuse includes any illegal drugs, beverages containing ethanol, legal psychoactive drugs obtained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescribed uses.

It is PETRA's policy that the unauthorized consumption, possession, distribution, purchase or sale of any Substance of Misuse, or being under the influence of any such Substance of Misuse either within its premises, or while performing work and/or business for or on behalf of PETRA is prohibited.

PETRA shall promote awareness on hazards and risk associated with Substance Misuse.

PETRA reserves the right to test and search for Substance Misuse on any employee, partners, contractor and subcontractor and their employees, as well as third parties within its premises or while performing work and /or business for or on behalf of PETRA.

PETRA employees who breach any provision of this policy will be subjected to disciplinary action, which may include termination of employment.

PETRA partners, contractors and subcontractors and their employees, as well as third parties who breach any provision of this policy shall be barred from working or visiting any PETRA facilities or work locations for a duration at the sole discretion of PETRA.

PETRA shall, at its discretion, facilitate appropriate assistance to employees who voluntarily disclose that they are under the influence of a particular Substance of Misuse.

PETRA requires its employees, partners, contractors and subcontractors and their employees, as well as third parties within its premises and work location to adhere to this policy at all times



**DATO' ANTHONY BUJANG**  
**CHIEF EXECUTIVE OFFICER**  
**PETRA ENERGY BHD (718388-H)**

**5 FEBRUARY 2021**

*The terms of this Policy Statement is binding for PETRA Energy Bhd and all its subsidiaries*