

## WORKPLACE DRUG POLICY

Johor Plantations Group Berhad (JPG) does not compromise towards any form of misconduct or misuse, encompassing aspects ranging from production and processes to ownership, distribution, and substance abuse including drugs or overdose.

In pursuit of this policy objective, JPG has the authority to:

- Conduct checks and investigations on any employees or workers, or the belongings within the premises.
- Request any employees or workers within the JPG premises to undergo a drug or urine test.

Any employees or workers found to contravene this Workplace Drug Policy and proven guilty will be subject to disciplinary measures, including the possibility of resignation and immediate removal from JPG premises, accompanied by appropriate actions.