



DRUGS, ALCOHOL & SUBSTANCE ABUSE POLICY

Cenviro and its subsidiaries is an established organization involving in collection, transportation, treatment, recovery and disposal of scheduled waste. We value our people and always committed to ensuring everyone's health and safety is at guard at all times.

Hence, we will do our utmost to maintain a working environment that is free from drugs, alcohol and substance abuse.

This policy states that it is **strictly prohibited** to use, possess, buy, sell, distribute, manufacture and be under the influence of all types of drugs, alcohol or any illegal substances in all our premises and while performing duties for Cenviro.

Anyone who has possession, using, buying, selling, distributing, manufacturing and the under influence of illegal drugs and alcohol will automatically violate this policy and shall be subjected to disciplinary action which may include termination of employment.

This policy shall apply to all employees, contractors, temporary workers and visitors.



Dr. Johari Jalil
Managing Director

9 August 2019