

ICON OFFSHORE

SUBSTANCE MISUSE POLICY

ICON OFFSHORE BERHAD is committed to maintaining a **Substance Misuse Free Workplace**.

Under this policy, Substance of Misuse includes any illegal drugs, beverages containing ethanol, legal psychotic drugs or used without legal prescription from medical experts and legally prescribed psychoactive drugs consumed beyond their therapeutic uses or other substance abuse that has a physiological or psychological effect when ingested or otherwise introduced into the body as a potential hazard to the health, safety, and security of our workforce.

ICON adopts a **Zero Tolerance** with regards to Substance Misuse. ICON reserve the right to test and search for substance misuse on any employee, partners, contractors, subcontractors, and visitors within its premises or while performing work or business for or on behalf of ICON.

All employees, partners, contractors, subcontractors, and visitors who are present for work for ICON shall remain fit to work. They are strictly prohibited from:

- Being at work or on ICON business while impaired by Substance Misuse
- Unauthorized consumption, possession, distribution, purchase, or sale of any substance of misuse within its premises or while conducting its businesses or being under the influence of any such substance

ICON employees who breach any provision of this policy will be subjected to disciplinary action in accordance with the applicable ICON policies, local laws and regulations or any actions that may be considered appropriate by ICON.

ICON partners, contractors and subcontractors, and visitors who breach any provision of this policy shall be barred from working or visiting any ICON facilities or work location.

ICON requires its employees, partners, contractor, subcontractors, and visitors to adhere to this policy. This Substance Misuse Policy shall be used by ICON OFFSHORE BERHAD and all its subsidiaries.



Dato' Sri Hadian Bin Hashim
Managing Director
2nd February 2022
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