



Drug & Alcohol

CS RCA SDN BHD provides and maintains safe and healthy working conditions, equipment and systems of work for all our employees. CS RCA SDN BHD believes that there is no place for drugs and alcohol or drug / alcohol affected persons in the workplace. Excessive drug / alcohol use has been identified as a contributing factor in many industrial accidents and can lead to poor work performance / reduced productivity.

Accordingly, it is the policy of CS RCA SDN BHD to provide a workplace free from the hazards associated with the use of drugs and alcohol.

CS RCA SDN BHD strictly prohibits its employees from being under the influence of any drugs or alcohol during working hours or whilst on CS RCA SDN BHD's premises or company vehicle.

1. The use of prescription medication must be reported to management. In some cases, prescription medication may preclude work.
2. The use, sale or possession of drugs and alcohol (or drug related paraphernalia) by CS RCA SDN BHD's employees during working hours or whilst on CS RCA SDN BHD premises or vehicles is strictly prohibited.
3. CS RCA SDN BHD reserves the right to conduct random drug testing and search personal effects and property in the workplace for drugs and alcohol.

Any employee found in violation of this policy will be subject to disciplinary action, up to and including termination. Any visitor or contractor found in violation of this policy will be refused entry into or be removed from CS RCA SDN BHD's premises. Further action may also be taken with the appropriate law enforcement agencies.

CS RCA SDN BHD issues procedures regarding drugs and alcohol to all employees upon commencement detailing company and employee requirements. The goal is to provide a safer workplace for all persons by adopting a proactive approach to both drugs and alcohol in the workplace.

Andrew Hampson
Managing Director
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