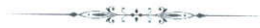




DRUG & ALCOHOL POLICY

JP Logistics Sdn Bhd ("JPLogistics") has a vital interest in maintaining a safe, healthy, and efficient working environment. The objective of this policy is to ensure a drug and alcohol-free workplace. In order to further this objective, the following measures are being implemented:

1. Any employee who possesses, distributes, sells, attempts to sell, or transfers illegal drugs on JPLogistics premises or while on JPLogistics business or who is found through drug or alcohol testing to have in his or her body a detectable amount of an illegal drug or under the influence of alcohol in violation of this policy will be subject to discipline up to and including discharge.
2. All applicants for driver position are subject to drug and alcohol testing and an applicant must pass the drug test to be considered for employment.
3. The Company reserves the right to conduct alcohol and drug tests at any time. The Company may terminate any employee, contractor and temporary worker who is violate this policy, refuse to be tested, or provide false information.



POLISI DADAH & ALKOHOL

JP Logistics Sdn Bhd ("JPLogistics") memiliki hasrat yang sangat tinggi untuk mengekalkan persekitaran kerja yang selamat, sihat dan efisien. Matlamat polisi adalah untuk memastikan tempat kerja bebas dadah dan alcohol. Bagi mencapai matlamat ini, tindakan-tindakan di bawah telah dilaksanakan:

1. Mana-mana pekerja yang memiliki, mengedar, menjual, cuba menjual, atau memindahkan dadah-dadah terlarang di premis JPLogistics atau ketika urusan perniagaan JPLogistics atau sesiapa yang melalui ujian dadah dan alcohol didapati di dalam badannya mengandungi dadah terlarang atau di bawah pengaruh alcohol yang melanggar polisi ini akan dikenakan tindakan disiplin yang membawa kepada pemberhentian kerja.
2. Semua pemohon jawatan pemandu dikehendaki menjalani ujian dadah dan alcohol dan wajib lulus ujian dadah sebelum dipertimbangkan untuk diambil bekerja.
3. Syarikat berhak pada bila-bila masa untuk menjalankan ujian dadah dan alcohol. Syarikat boleh memberhentikan pekerja, kontraktor dan pekerja sementara yang melanggar polisi ini, enggan diuji, atau memberi maklumat palsu.

SHAHRULL ALLAM SHAH BIN ABDUL HALIM
PENGARAH EKSEKUTIF
JP LOGISTICS SDN. BHD. (412976-U)

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