



PREVENTION AND ERADICATION OF DRUG, ALCOHOL AND SUBSTANCE ABUSE (“PEDAS”) POLICY

Duopharma Biotech Berhad and its subsidiaries (hereinafter collectively referred to as the “Group”) is committed to providing a safe, healthy and productive work environment in line with our Occupational Safety and Health standards and legal obligations.

SCOPE AND APPLICABILITY

This Policy applies to **all employees** (permanent, contract, probationary, trainees/interns) of the Group, all **Directors** of the Group (including Executive and Non-executive directors) and **all contractors, vendors and visitors** of the Group. The Policy is applicable while on the Group’s premises and/or attending the Group’s events.

THE GROUP’S PHILOSOPHY ON SUBSTANCE ABUSE

The Group adopts a **zero-tolerance approach** towards prohibited substance abuse and reserves the right to report to the relevant authorities any violations of this Policy.

DEFINITION OF PROHIBITED SUBSTANCES

For the purpose of this Policy, “**Prohibited Substances**” include but are not limited to:

- a. Illegal drugs and narcotics;
- b. Alcohol and alcoholic beverages (including being in possession of alcohol);
- c. Prescription drugs or controlled medication intentionally misused or used for non-medical purposes;
- d. Misused inhalants for the purpose of intoxication;
- e. Any other substance that, when misused, impairs a person’s ability to perform work safely and effectively.

PROHIBITED CONDUCT

It is strictly prohibited to:

- a. Possess, use, consume, distribute, sell, trade or offer for sale any Prohibited Substance as defined in this Policy.
- b. Report to work or attend the Group’s events under the influence of prohibited substances, or be unfit for duty due to substance use.
- c. Misuse prescription drugs or controlled medication in a manner that impairs, or is likely to impair, the ability to perform work safely and effectively.
- d. Refuse to undergo testing or attempt to interfere with or tamper with testing process.

TESTING AND SEARCH

The Group reserves the right to conduct **random urine testing** and/or **testing for cause** where there is reasonable grounds to suspect non-compliance with this Policy. The Group also reserves the right to **conduct searches** where reasonably necessary, subject to applicable legal requirements and with due respect for personal dignity and privacy.

DISCIPLINARY ACTION

Any violation of this Policy will result in **strict disciplinary action**, up to and including **dismissal** in accordance with the Group's disciplinary procedures and applicable laws. In the event of violation of this Policy by any Directors of the Duopharma Biotech Berhad or any company within the Group, such Director may be removed from his/her position of Director in accordance with the constitution of the relevant company or applicable laws.

SUPPORT AND ASSISTANCE

Where there is reason to believe an employee may be experiencing substance dependency issues, the employee is encouraged to **seek professional medical support**. Superior Officer(s) may provide appropriate support, guidance and encourage the employee to obtain professional treatment. Participation in treatment does not exempt an employee from disciplinary action arising from misconduct, safety breaches and/or Policy violations.

REPORTING

Employees are encouraged to **report any concerns or suspected violations** to their Superior Officer(s), HR Department or Safety, Health & Environment (SHE) personnel. The Group will treat such reports **confidentially** to the extent practicable and will not tolerate retaliation against any person who reports a genuine concern in good faith.

This Policy forms an important part of the Group's commitment to occupational safety and health.

Wan Amir-Jeffery Bin Wan Abdul Majid
Group Chief Executive Officer
Duopharma Biotech Berhad

Date	Revision	Details
Jan 2019	01	First adoption
Aug 2026	02	Review and update to strengthen zero-tolerance requirements, clarify scope of application, enhance prohibited substance definitions and formalise testing, search and disciplinary provisions.