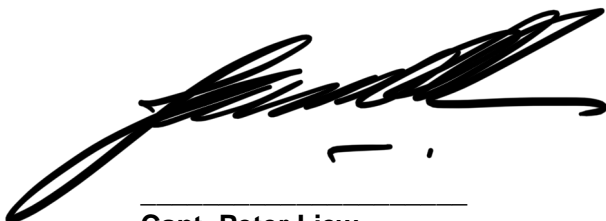


## Substance Misuse Policy

- Eaglestar is committed to providing a Substance misuse-free workplace as Substance misuse impairs employees' work performance and the safety of one's self and others, posing a threat to Health, Safety, Security and Environment.
- Under this policy, 'Substance' includes any illegal drugs, alcoholic beverages, legal psychoactive drugs obtained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescribed uses.
- It is Eaglestar's policy that the unauthorized consumption, possession, distribution, purchase or sale of any Substance, or being under the influence of any such Substance either within its premises, or while performing work and/or business for or on behalf of Eaglestar, is prohibited.
- Eaglestar shall promote awareness on the potential hazards associated with Substance misuse.
- Eaglestar reserves the right to test and search for Substances on any employee, contractor and sub-contractor and their employees, as well as third parties within its premises, to the extent permitted by the law of the jurisdiction in which the individual is employed or engaged.
- Eaglestar employees who breach any provision of this policy will be subject to disciplinary action, including termination of employment.
- Eaglestar contractors and sub-contractors and their employees, as well as third parties who breach any provision of this policy will be barred from working at or visiting any Eaglestar premises at Eaglestar's sole discretion.
- Eaglestar shall, at its discretion, facilitate appropriate assistance to employees who disclose that they are under the influence of a particular Substance and shall ensure the confidentiality of any employee in accordance with the laws of the jurisdiction in which they are employed.
- Eaglestar requires its employees, contractors and sub-contractors and their employees, as well as third parties within its premises to adhere to this policy at all times when performing services for Eaglestar.



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**Capt. Peter Liew**  
**Managing Director / CEO**  
**Eaglestar Group of Companies**

**Date: 1 June 2021**