



POLICY STATEMENT ON

Drug & Alcohol

MISC is committed to ensure that all its employees, contractors and facilities are free from Drug & Alcohol abuse in all its business activities wherever it operates. To achieve the above, MISC shall:

- Comply with applicable national, local and international laws, rules and regulations, and industry code of practices.
- Ensure all its workplaces are FREE FROM DRUG & ALCOHOL by prohibiting the illicit use, possession, distribution, sale, storage, procurement or manufacture of the same.
- Require all its employees and contractors to undergo drug and alcohol testing in accordance with company's procedures.
- Encourage employees who are drug and alcohol dependent to voluntarily seek professional counselling and rehabilitation.
- Take proactive steps to promote awareness among employees on the hazards and ill effects of drug and alcohol abuse.
- Require all employees and contractors to strictly adhere to this policy.

A handwritten signature in black ink, appearing to read "Yee Yang Chien", is written over a light blue circular stamp.

YEE YANG CHIEN

President/Chief Executive Officer

1 January 2015