



# Substance Abuse Zero Tolerance Policy

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The management of Canglobal Group Of Companies consist of the following companies; Canglobal Canada, Canglobal (M) Sdn Bhd, CV Canglobal Indonesia here after CANGLOBAL.

Canglobal has in place a Zero Tolerance Alcohol and Drug Policy. In general this means that no alcohol or drug. Or personnel under the influence of alcohol or drugs, will be allowed on Canglobal premises. Canglobal premises including any work location, vehicle, facility, property of office which is owned, serviced or used by the company, or any client of the Company, and includes employee-owned vehicles transporting Canglobal personnel to or from a work site, and employee owned vehicles on the property of the Company or any client of the Company.

**IF YOU VIOLATE THIS POLICY, YOU WILL NOT BE ALLOWED ON COMPANY PREMISES. YOU WILL ALSO BE SUBJECT TO DISIPLINE UP TO AND INCLUDING DISCHARGE.**

To further clarify this policy:

- A. You cannot be under the influence of alcohol or drugs and time you are on Canglobal payroll.
- B. You cannot leave the office, job site, facility, vehicle or property for any reason and return under the influence of alcohol or drugs.
- C. This policy cannot be superceded by anyone. In other words, no one can give you permission to ignore or violate this policy at any time.

CANGLOBAL MANAGEMENT