

DRUG AND ALCOHOL POLICY

DOCUMENT TYPE: POLICY

DOCUMENT Number: DPW-QICT-QHSEMS-POL-03

DATE: OCTOBER 2022



DP WORLD

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INTRODUCTION

DP World Karachi, QICT is a committed organization that aims to provide a Safe and Healthy workplace, plant & equipment by prohibiting the use of drug & alcohol at workplace and/ or within the terminal. To protect all the stakeholders from any unforeseen event by complying with mandatory requirements and with proper planning and safe loading and discharging of containers from vessels, trains and trucks, container movement through Rail & road services, internal transportation and storage of containers encompassing conventional, temperature-controlled units and delivery within the stipulated time frame.

PURPOSE

The Policy is intended to clearly inform stakeholders of the DP World Karachi regarding prohibition of Drug & Alcohol. DP World Karachi aka Qasim International Container Terminal Pakistan Ltd. (QICT) is committed to maintain a safe and healthy workplace, free from drugs and alcohol ab(use), and supports the efforts of law enforcement agencies to eradicate the sale and trafficking of drugs and alcohol in the terminal.

SCOPE

The Policy applies to:

- DP World Karachi terminal and its offshoot operating entities in Karachi and Lahore including ICD Lahore aka DP World Lahore, where it exercises operational control;
- All internal, external stakeholders, and individuals working on behalf of the DP World Karachi including employees, contractors, visitors and suppliers selling and/or providing services to DP World Karachi and its operating entities.

Every employee of DP World Karachi, including external service providers shall accept personal responsibility and be respectively accountable to comply with Drug & Alcohol Policy.

POLICY

Principles

- Prohibit the misuse of legitimate drugs, or the use, possession, distribution, or sale of illicit non-prescribed controlled drugs.
- Prohibits use of controlled substances, which cause or contribute to unacceptable job performance, or unusual behavior at work.
- Prohibits use and possession of any alcohol or alcoholic beverages within terminal premises.
- Require staff to observe a period of 10 hours' abstinence from alcohol prior to reporting for work.
- Forbids staff to operate any equipment while impaired by drugs or alcohol where alcohol impairment is blood alcohol content of more than 0.00%.

Performance Evaluation

Subjects' staff for testing and screening for drugs, alcohol and abuse and Pan/ Gutka during pre-joining, routine, random medical examinations and post-incident.

Operation

DP World Karachi conducts drug and alcohol testing including but not limited to pre-employment, post-incident, and reasonable suspicion and a confirmed positive test result by:

- an applicant may result in denial of employment.
- an employee may result in disciplinary action up to and including discharge.


- a visitor may result in refusal of entry and legal proceedings.

Leadership

The Chief Executive Officer (CEO) holds ultimate responsibility for the implementation of this Policy at all levels of the organization, the CEO and the management (senior & middle) shall lead the creation of a company-wide culture by facilitating the implementation of this Policy and monitoring adherence at all levels. The management shall support the relevant authorities in the prosecution of the offender and any contravention of the above requirements may lead to dismissal from service.

RELATED STANDARDS, POLICIES AND PROCESSES

The DP World Karachi Drug and Alcohol Policy should be read in conjunction with:

- QHSE policy;
 - HSE Breach Management System;
 - Drugs (Sindh Amendment) Act, 2020;
 - Prohibition of preparation, manufacturing, storage sale and use of Gutka and Manpuri Act, 2020;
 - Drug Regulatory Authority Pakistan Act, 2012;
 - Control of Narcotic Substances Rules, 2001;
 - Control of Narcotic Substances, 1997;
 - THE PROHIBITION (ENFORCEMENT OF HADD) ORDER, 1979; and
 - Drugs Act, 1976.
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DEFINITIONS AND TERMS

In this Policy the following definitions apply, unless the context requires otherwise:

Company	DP World Karachi
Drugs	Illegal substances that change a person's mental or physical state or substances that can affect the way brain works, change in feel and behave, understanding and effecting senses.
QHSE	Quality, Health, Safety and Environment

HISTORY

Version Number	Review Date	Summary of Changes
7.3	October 2020	<ul style="list-style-type: none">• Testing requirements were added
7.4	November 2021	<ul style="list-style-type: none">• Logo changes and transfer to new template• Standardization of policy• Document number standardized• Amended and added titles including principles, performance evaluation, & leadership role• Legal & other requirements were added as References
8.0	October 2022	<ul style="list-style-type: none">• Transferred to new template• Document number standardized• Addition of Introduction and scope of policy in line with GHSE policy• Amended policy purpose• Amended the sub-section of policy i.e., Leadership• Addition of Related Standards, Policies and Processes• Addition of definition and terms

This Policy has been developed by HSE and is subject to annual review.

Approved by: CEO
Department: Health, Safety & Environment (HSE)
Revision Number: 8.0
Revision Date: October 2022

**ALL QUERIES IN RELATION TO THIS
POLICY SHOULD BE DIRECTED TO
HSE TEAM AT**

QICT.HSE@dpworld.com