

# Drug & Alcohol Policy



## Purpose:

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.

## 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 the following kinds of drug and alcohol testing:

(a) pre-employment, (b) post-incident, and (c) reasonable suspicion.

- A confirmed positive test result by an applicant may result in denial of employment.
- A confirmed positive test result of an employee may result in disciplinary action up to and including discharge.
- A confirmed positive test by a visitor may result in refusal of entry and legal proceedings.

## Leadership:

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.

## References:

*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*

*Drugs Act, 1976*