

## **Drug and Alcohol Policy**

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.

The Policy applies to:

- DP World Karachi terminal and its offshoot operating entities in Karachi and Lahore including ICD 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.

### **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.

DP world can ask any employee to go through Alcohol testing via Breath alcohol testing using breathalyzer at terminal if any suspicion found in his/her behavior while working, or due to incident caused by him/her. In special cases the staff also can be referred to Diagnostic Laboratory for detailed Drug Analysis. (As per "HSE SPO2-TOOL01" workers are required to inform their supervisor if they are required to take prescription medication that could impair their ability to work safely).

If any person found in drug activity or in possession of drugs, this act will be dealt in accordance with the DP World drug & alcohol Policy.

### **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.

Approved by CEO

