

# POLICY ON MISUSE OF SUBSTANCE AT WORKPLACE

Kuantan Port Consortium Sdn. Bhd. is committed to provide a conducive working environment for employees and stakeholders.

We believe that the use and abuse of drugs and alcohol (substances) will impair the ability of individuals to perform their duties, and have serious and adverse effects on the safety of the workplace as well as our employees' efficiency and productivity.

The Company implements **ZERO TOLERANCE** on any forms of use, possession, distribution or sale of prohibited substances in the workplace for:

- a) Drugs
- b) Alcohol, and;
- c) Substances abused

Therefore, the Company reserves the right to:

- Conduct a search on any individuals and/or his/her personal belongings within premises where it is suspected that drugs, alcohol or substance abuse has occurred, or as and when deemed necessary.
- Require any individual within our premises to undergo testing for any presence of drugs and alcohol.

This policy applies to all employees, vendors, visitors, customers and contractors in our premises. Any interested parties found to have infringed this policy will be subjected to disciplinary action, including termination of employment, to leave our premises with immediate effect and appropriate actions will be taken against them.

I, strongly support this policy.

APPROVED BY



**VINO KUMAR SELVABALAKRISHNAN**  
CHIEF EXECUTIVE OFFICER  
KUANTAN PORT CONSORTIUM  
12 SEPTEMBER 2022

# POLISI PENYALAHGUNAAN BAHAN DI TEMPAT KERJA

Kuantan Port Consortium Sdn. Bhd. komited untuk menyediakan persekitaran kerja yang kondusif bagi pekerja dan pihak-pihak berkepentingan.

Syarikat percaya bahawa penggunaan dan penyalahgunaan dadah dan alkohol (bahan) akan menjejaskan keupayaan individu untuk melaksanakan tugas mereka, mempunyai kesan serius dan buruk kepada keselamatan, kecekapan dan produktiviti di tempat kerja.

Syarikat melaksanakan **TOLERANSI SIFAR** terhadap penggunaan, pemilikan, pengedaran atau penjualan bahan terlarang di tempat kerja untuk:

- a) Dadah
- b) Alkohol, dan;
- c) Bahan disalahguna

Oleh yang demikian, Syarikat berhak untuk:

- Menjalankan carian ke atas individu dan/atau barang-barang peribadinya di dalam premis di mana dia disyaki telah melakukan penyalahgunaan dadah dan alkohol atau bila perlu.
- Menghendaki mana-mana individu di dalam Syarikat untuk menjalankan ujian saringan dadah dan alkohol.

Semua pekerja, pembekal, pelawat, pelanggan dan kontraktor yang berada di dalam premis tertakluk kepada polisi ini. Pihak yang berminat didapati melanggar polisi ini akan dikenakan tindakan disiplin termasuk dibuang kerja, manakala individu lain dikehendaki untuk meninggalkan premis syarikat dengan serta-merta dan tindakan selanjutnya akan diambil.

Saya, Menyokong Dasar ini.

DILULUSKAN OLEH



**VINO KUMAR SELVABALAKRISHNAN**  
KETUA PEGAWAI EKSEKUTIF  
KUANTAN PORT CONSORTIUM  
12 SEPTEMBER 2022