

# Alcohol and Drug Policy



Gulftainer is committed to enhancing its reputation and business performance as a productive port operator and third party logistics provider, through excellence in quality, health, safety and environmental matters.

We realize that risk of injury to persons under the influence of illegal drugs or alcohol is substantially higher than to a person not under the influence of these substances by the fact that both substances will impair the user's physical abilities and mental reasoning.

Drugs that may be available in other countries may be banned in UAE, Employees are responsible for ensuring they are aware of these regulations.

## This policy includes the following:

- A working environment shall be created whereby alcohol or drug usage does not threaten the safety of our business, the environment and the safety or health of employees.
- In situations where an employee is taking prescribed drugs or medication as treatment for a health condition, the employees shall be responsible for informing their immediate superior of any potentially impairing side effects.
- Employees who consume alcohol while off duty shall be responsible for ensuring that they allow adequate time so as to not be impaired by the effects of the alcohol by the time they commence work.
- All employees are prohibited from consuming alcohol or illegal drugs on work premises.
- Gulftainer has the right to conduct alcohol and drug tests, randomly and post-accident, by using alcohol detection devices internally or a qualified medical practitioner externally.
- Any person found in possession of either illegal drugs or alcohol on work premises will be terminated immediately.
- Any person found supplying alcohol and illegal drugs to other employees will be terminated immediately.

This policy statement shall be displayed in all our offices and terminals for information purposes to employees and visitors.

This policy statement can be distributed to customers, suppliers or any other interested parties upon their request.

