



**DP WORLD**  
Nhava Sheva

# Drug and Alcohol Policy

## POLICY

DP World Nhava Sheva is committed to maintain a safe and healthy workplace, free from unauthorized drugs and alcohol abuse, and supports the efforts of law enforcement agencies to eradicate the sale and trafficking in drugs and alcohol in the terminal. This policy applies to all employees of DPW Nhava Sheva also includes visitors and subcontractors while in the terminal premises.

In order to achieve this policy, DP World Nhava Sheva:

- Prohibits 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 job behavior.
- Prohibits possession or consumption of any alcohol or alcoholic beverages within terminal premises.
- Requires staff to observe a period of 6 hours abstinence from alcohol prior to reporting for work – All individuals working at DPW Nhava Sheva are expected to report fit for duty for scheduled work and be able to perform assigned duties safely and acceptably without any limitations due to the use or after effects of alcohol, no prescribed drugs.
- Forbids staff to operate any equipment while impaired by drugs or alcohol, where alcohol impairment is blood alcohol content of more than 0.00%.
- Subjects staff to testing and screening for drugs and alcohol abuse during pre-joining, routine and random medical examinations.

The Management shall support the relevant authorities in the prosecution of the offender (employees, contractors and visitors) and any contravention of the above requirements may lead to dismissal from service and penalty as applicable.

**Ajay Singh**  
Chief Executive Officer  
DP World Nhava Sheva

**1<sup>st</sup> August 2014**