DRUGS, ALCOHOL & ILLEGAL SUBSTANCE ABUSE

POLICY STATEMENT

BACKGROUND
Northport has a strong commitment to preserve the health, safety and welfare of its employees and other stakeholders. Northport has established a policy with regards to drugs, alcohol and illegal substance abuse. This is to ensure that we meet our obligations towards combating such abuse.

It is the goal of Northport to provide a safe and healthy work environment, prevent accidents or incidents as a result of substance abuse and foster the well-being and health of its employees and port users at any time whenever they are on Northport’s premises.

APPLICATION
The policy applies to all Northport’s employees, port users, customers, contractors and visitors while on Northport’s premises or during any of Northport’s activities.

PROHIBITED CONDUCT
Northport prohibits the following:

1. The abuse, consumption, supply, possession, use, concealment, transportation, purchase, manufacture, dispensing, sale or promotion of any drugs, alcohol and illegal substances while on Northport’s premises or during any of Northport’s activities outside the premises.

2. Working, attending work or participating in Northport’s activities while under the influence of drugs, alcohol, or illegal substances, except where such use is legally prescribed medication.

3. Working, attending work or participating in Northport’s activities while under the influence or prescription drugs or over-the-counter drugs, if such use impairs the ability to work or participate safely in the activity, or where the use is contrary to the prescribed or instructed dosage or use of the drugs.

TEST
Northport reserves the right to perform drugs, alcohol or illegal substances test upon suspicion of abuse. It is the duty of the persons stated above to cooperate in the test, failing which it may constitute as a violation of this policy.

BREACH OF POLICY
Northport may, as it deems fit, take the following action if any breach of this policy is found:

1. For employees: disciplinary action which could result in dismissal.

2. For port users and others: withdrawal of port pass and permanent ban from entering port area.

UNDERTAKING
Northport does not tolerate any violation of this policy and undertake to report such finding or suspicion to the appropriate authorities. Northport shall give full support to the relevant authorities in their investigation.

AZMAN SHAH MOHD YUSOF
CHIEF EXECUTIVE OFFICER
NORTHPORT (MALAYSIA) BHD
16 February 2016