
MISUSE OF SUBSTANCE AT WORKPLACE POLICY

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.

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

- a) Drugs
- b) Alcohol
- c) Substances abused

Therefore, Kuantan Port 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.

APPROVED BY



MAZLIM BIN HUSIN
CHIEF COMMERCIAL OFFICER

2 OCTOBER 2024



CHAN WENG YEW
CHIEF FINANCIAL OFFICER

2 OCTOBER 2024

POLISI PENYALAHGUNAAN BAHAN DI TEMPAT KERJA

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

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

Pelabuhan Kuantan melaksanakan TOLERANSI SIFAR terhadap sebarang bentuk penggunaan, pemilikan, pengedaran atau penjualan bahan terlarang di tempat kerja untuk:

- a) Dadah
- b) Alkohol
- c) Bahan disalahguna

Oleh yang demikian, Pelabuhan Kuantan berhak untuk:

- Menjalankan carian ke atas individu dan/atau barang-barang peribadinya di dalam premis sekiranya individu tersebut disyaki di atas penyalahgunaan dadah, alkohol atau bahan terlarang, atau apabila perlu dan apabila dianggap perlu.
- Menghendaki mana-mana individu yang berada di dalam premis kami untuk menjalani ujian saringan dadah dan alkohol.

Semua pekerja, pembekal, pelawat, pelanggan dan kontraktor yang berada di premis kami tertakluk kepada polisi ini. Mana-mana pihak yang berkepentingan yang didapati telah melanggar polisi ini akan dikenakan tindakan tatatertib, termasuk memberhentikan kerja, serta perlu meninggalkan premis kami dengan serta-merta dan tindakan selanjutnya akan diambil.

DILULUSKAN OLEH



MAZLIM BIN HUSIN
KETUA PEGAWAI KOMERSIAL

2 OKTOBER 2024



CHAN WENG YEW
KETUA PEGAWAI KEWANGAN

2 OKTOBER 2024