



## DRUGS & ALCOHOL POLICY

In the interest of the safety of employees, customers, contractors and equipment, Chennai Container Terminal Pvt. Ltd. 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.

**In order to achieve the above policy,**

**CCT:**

- ❑ Prohibits the 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 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.
- ❑ Forbids staff to operate any equipment while impaired by drugs or alcohol as determined by appropriate tests.
- ❑ Will subject staff / contractors/third party to testing and screening for drugs and alcohol abuse during pre-joining, routine and random medical examinations.
- ❑ Contravention of the above requirements shall lead to instant dismissal from service and the Management shall support the relevant authorities in any prosecution of the offender.

A handwritten signature in black ink, appearing to read "S. Narayan", is written over a large, stylized, looping signature graphic.

**Chief Executive Officer  
Chennai Container Terminal Pvt Ltd**