



DINASTIA JATI
GROUP

DRUG AND ALCOHOL POLICY

In conducting its business, **DINASTIA JATI GROUP** is fully committed towards providing a safe, healthy and productive vessel for its crew.

We recognize that drugs and alcohol influences of abuse are impairing one's ability from performing well and possess a serious adverse effect on the healthy, safety, efficiency and productivity of both him/herself and others. Therefore, company practice zero tolerance against drug and alcohol abuse (zero BAC and drug content). In order to achieve this, this policy will be part of the employee's condition of employment:

- Being at work whilst impaired by drug or alcohol is strictly prohibited.
- The illicit use of legal drug or the use. Possession, distribution, or sale of illegal drugs on Company business or location is strictly prohibited.
- Drug test for individual will be carried out as order by the Company.
- Master shall conduct unannounced searches for drugs and alcohol during his routine or unscheduled inspections.
- The Company may conduct unannounced searches for drug and alcohol on Company location. It may also require employee to submit to drug and alcohol testing with good reason exists to suspect drug or alcohol abuse.
- The master shall disallow any passengers, visitors, shore, workers and riding gangs from boarding the vessel if he suspects their capabilities and judgement might be impaired due to alcohol or usage of controlled drugs.
- As a part of Malaysian society, the Company wishes to raise awareness among society about the serious threat that came from drugs and alcohol abuse.
- Failure to comply with this policy may result in termination of employment.
- All contractor or sub-contractors under this Company shall ensure that there is no drug or alcohol abuse in the Company business or location.
- Company practices 'for cause' testing when reasonable suspicion arise of employee under influence of drug and alcohol.

Company practices 'post incident' testing as a toll of workplace incident investigation when an incident that cannot be explained through mechanical failure occur.

President / Group Managing Director
22 July 2024