

ALCOHOL AND DRUGS ABUSE POLICY

The objective of this policy is to ensure a safe and healthy work environment for all personnel including passengers who serve or sail onboard JM fleet.

To achieve the objective, the Company will ensure all its workplaces are ZERO FROM DRUG & ALCOHOL.

To establish the effectiveness of this Policy, each employee will be required to undergo and drugs examination by the Company's HSE personnel or panel clinic as and when deemed necessary by the Company. Adulteration or switching any test sample is strictly prohibited.

All seafarers and staffs Blood Alcohol Content (BAC) shall not exceed 0.00% at the workplace or on board JM fleet. The Management shall take disciplinary action against all seafarers and staffs that are found under the influence of alcohol and/or drugs. The Company prohibits taking impairment-causing medication including over the counter drugs while on JM premise, lease, right-of-way, or handling JM property, unless supervisor is informed and medically approved via fitness for duty process.

The Company will not tolerate any form of alcohol or drug abuse; including manufacturing, storing, selling, procuring, possessing or distributing such substance. The Company will at all time exercise the right to conduct search and test with regard to alcohol and drugs abuse on any employee. Violators will face disciplinary action, including termination of service.

It is crucial to remind everyone the penalties of such unlawful and nefarious acts may incur mandatory death sentence, imprisonment and fine.



CHIEF EXECUTIVE OFFICER
Mohd Noor Ismardi bin Idris

1st January 2020

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