



Drug Abuse Policy

BASRA MULTIPURPOSE TERMINAL
UMM QASR -BASRA -IRAQ

 www.bmtiq.com

 info@bmtiq.com

 facebook.com/BMTIQ

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Purpose

The purpose of this document is to assist employees understand and follow Aloreen’s policy towards drug abuse. The taking of any drug which may affect mental or physical capability is strictly prohibited. Which is not prescribed through an official medical prescription.

Scope

The policy applies to all Aloreen employees, contractors and any party that undertakes business at BMT premises.

Type of Prohibited Drugs and Items:

Any type of drug that would impair judgement shall be considered as prohibited. Being a non-exhaustive list below type of drugs are prohibited,

Psychoactive “bath salts”, Cannabis, Cocaine, Ecstasy, Gamma Hydroxybutyrate, Fentanyl, Hashish, Heroin, Ketamine, Kratom, LSD, MDMA, Opium, Tramadol, Mescaline, PCP, Quaaludes, Rohypnol, Methamphetamines, TCP, alcohol, opioids and any other drug that may affect the users mental or physical capacity so as to prove a danger to himself or others in the workplace.

Suspicion of Drug Abuse

If at any time, an employee, as referred to in the Scope of this policy, is suspected of drug abuse, then the following action will be taken:

- The employee will cease all manual and physical labour, especially if responsible for the operation of heavy machinery, (e.g. MHC, or driving any vehicle, or responsible for any decision-making that affects the Company’s day-to-day business operation).
- The employee concerned will be isolated from other employees and escorted to the Company’s medical clinic by a responsible person where the on-duty para-medical will administer an Abon Multi-Drug One Step Screen Test, which can identify multiple drugs and metabolites in an employee’s urine. A responsible person is defined as a person in authority such as the employee’s Manager, or his deputy. Note: This particular test only provides a preliminary analytical urine test result. A more specific analytical chemical method must be used in order to obtain a confirmed analytical result, which must be through a blood sample. This may be administered by the Iraqi authorities who will be informed of such an incident.
- If the preliminary test is negative – no further action. If positive – the test will be retained for evidence in consultation with the Iraqi authorities for further action as they deem necessary as highlighted above. Note: Clinical consideration and professional judgement should be applied to any drug abuse test results, particularly when preliminary positive test results are indicated.

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Exceptions:

- Exceptions to the policy may be granted in unique circumstances at the approval of the CEO, based on the advice and guidance of the on-duty para-med, where the health and well-being of an employee is dependent on certain drugs to maintain his/her lifestyle, by producing an in-date prescription for any treatment required, which has been issued by a qualified General Practitioner (GP), or medical specialist (e.g. medication for diabetes).
- The exception is only applicable should the drug not pose a risk at work to the employee or others.

Procedure

This policy should be read in conjunction with Drug and Alcohol Abuse Procedure and relevant sections of OHSE Policy Manual


Chief Executive Officer
Rateb Misrabi

