



SUBSTANCE ABUSE POLICY

Starke Marine Sdn. Bhd. (SMSB) is committed to ensuring a safe, healthy, and productive workplace for all employees, contractors, and visitors. The misuse of drugs and alcohol poses serious risks to personal safety, operational integrity, and the reputation of our company. To uphold our duty of care and maintain the highest standards of safety and professionalism, SMSB enforces the following policy:

1. Policy Statement

SMSB maintains a zero-tolerance approach toward the possession, use, distribution, or sale of illegal drugs and the misuse of alcohol within company premises, vessels, or worksites. All personnel are expected to report to work fit for duty and free from the influence of any substance that may impair judgment or performance.

2. Objectives

This policy aims to:

- Prevent accidents, injuries, and unsafe acts arising from substance misuse.
- Promote awareness of health, safety, and legal consequences related to drugs and alcohol.
- Support employees in maintaining a healthy lifestyle through education and assistance programs.
- Ensure compliance with applicable laws, client requirements, and industry standards.

3. Implementation

SMSB will:

- **Conduct Testing:** Require alcohol and drug testing when reasonable suspicion exists, or as part of post-incident investigations, pre-employment screening, or random checks.
- **Provide Training:** Deliver awareness sessions on substance abuse prevention and its impact on safety and performance.
- **Investigate Thoroughly:** Include substance-related factors in all accident and incident investigations.
- **Monitor Contractor Compliance:** Ensure all contractors and subcontractors adopt equivalent standards and verify compliance through audits and performance reviews.
- **Maintain Confidentiality:** Handle all testing and investigation results with discretion and respect for privacy.

4. Disciplinary Measures

Any employee or contractor found in possession of, under the influence of, or engaging in the misuse of drugs or alcohol will be subject to disciplinary action — which may include suspension, termination, or removal from site. SMSB reserves the right to refer such cases to relevant authorities where required by law.

5. Commitment to a Safe Workplace

SMSB fosters a culture of responsibility, integrity, and mutual respect. Every individual share accountability for maintaining a safe and substance-free environment. Together, we uphold the principle that safety and professionalism are non-negotiable.

Hanizakri Abu Hassan
Managing Director
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