

## **DRUGS & ALCOHOL POLICY**

It is the Company's Policy that no seafarer employed shall navigate the vessel, operate machinery or carry out his duties whilst he is impaired by drugs or alcohol or suspected to be under the impairment of alcohol or drugs.

**The Company has defined a Zero drugs policy; also, a blood alcohol concentration (BAC) of 40mg/100ml or greater is considered as alcohol impairment and this limit should not be exceeded at any time**

In order to enforce this policy:

- The Company implements very strict rules and procedures in alcohol distribution and consumption.
- The possession, use, trafficking of any kind of illegal drugs and for any reason on board the ship is prohibited.
- The Company implements procedures in alcohol distribution and consumption, which meet or exceed the relevant ICS/OCIMF guidelines and enforces a strict blood/breath and/or urine test schedule involving:
  - ◆ mandatory pre-joining tests for all seafarers
  - ◆ periodical unannounced D&A testing/analysed by independent third party; additionally, all attending superintendents onboard to be tested
  - ◆ random breath analyser alcohol tests to all crewmembers by the Master
  - ◆ random breath analyser alcohol tests to all crewmembers and the Masters ordered by the HSSE Dept.
  - ◆ random breath analyser alcohol tests to all crewmembers returning from shore leave ordered by the Master
  - ◆ Post- incident D&A testing
- Specific port and terminal D&A requirements are communicated to the personnel on board
- Gangways checks as well as checks on returning from shore leave, are considered integral part of D&A compliance procedures
- Contractors/Subcontractors are made aware of the company's D&A policy and procedures and remain subject for testing
- Alcohol distribution is controlled and a relevant distribution log is maintained, kept and reviewed by the attending superintendents and/or shore management.
- Compliance process of D&A procedures against set KPI is reviewed and discussed during management review meetings and audited during internal audit process
- D&A policy posters are permanently displayed at the designated areas
- D&A policy and disciplinary procedures are part of the safety seminars/meetings on board and shore.

Seafarers found to be in violation of this Policy shall be immediately released from duty and dismissal/disciplinary action will be taken. Adherence to this Policy is considered as a term of employment.