

## DRUG AND ALCOHOL ABUSE POLICY

The use of alcohol and non-prescribed drug is totally prohibited on the company premises and on-board company managed vessels.

The company requires that:

- The unlawful possession, consumption, distribution or sale of drugs by any company employee is strictly prohibited and is ground for immediate dismissal. Further this will render the person liable for legal proceedings.
- The unlawful possession, distribution or sale of alcohol or alcoholic substances on the managed ships is strictly prohibited. Violation of these instructions is ground for disciplinary action and/or immediate dismissal.
- Being unfit for work because of drugs or alcohol abuse is strictly prohibited and is ground for immediate dismissal.
- A positive test result or refusal to submit to the drug and alcohol test are ground for disciplinary action including immediate dismissal.
- Personnel with alcohol or drug problems shall not be permitted to perform duties, which may be critical for the safety of the ship, health of the personnel and risk of pollution.
- Pilots, office personnel, guests, contractors, vendors and any other person onboard shall be required to comply with the policy restrictions concerning use, possession, distribution and sale of alcohol and drugs and provisions regarding searches. Those who violate the policy shall be sent away from the vessel and may be denied future access.

Any form of drug with the exception of prescribed drugs is consequently totally banned on-board company managed vessels. Personnel on prescribed drugs must inform the master upon joining or upon prescription during service on-board. If the master is on a prescribed drug, he/she will declare this to the company prior to joining the vessel, or upon prescription during the period of service on-board.

Person on prescribed drugs must carry the original doctor prescription on-board; clearly mentioning the period for which drug is prescribed.

It is the master's responsibility to ensure the effective implementation of this policy on-board.

This policy has been adopted by and signed by the technical director on 01-06-2021. This policy is subject to review during annual management review meeting for continuing suitability.



Technical Director / DPA

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