

 Policy-2	OFFICE MANUAL	Issue 1
	Drug and Alcohol Policy	01-06-2020

DRUG AND ALCOHOL POLICY

The Company's Drug & Alcohol Policy is in line with industry standards imposed by STCW, ISM and other recommendations (e.g. OCIMF's recommendations contained in "Guidelines for the Control of Drugs and Alcohol On-Board Ships").

With regard to Drugs, this Policy is based on the following:

- ◆ Any form of drug, with the exemption of a licensed doctor's prescribed drug, is totally banned from the Company's managed vessels.
- ◆ Personnel on prescribed drugs must declare this fact to the Manning Agents prior joining and to the Master upon joining the vessel or upon obtaining prescription, only if prescribed by a licensed doctor, during the period of service onboard.
- ◆ When the Master is on prescribed drugs, he shall declare this fact to the Company prior joining the vessel or upon obtaining prescription, only if prescribed by a licensed doctor, during the period of service onboard.

With regard to Alcohol, this Policy is based on the following:

- ◆ No Alcohol consumption is allowed on board.

In order to enforce the Policy and to ensure that no seafarer employed shall navigate the vessel, operate machinery or carry out his duty whilst he is impaired by drugs or alcohol or if suspected to be under the impairment of alcohol or drugs, the Company has taken the following measures:

- ◆ All seafarers shall undergo medical screening before joining vessels
- ◆ This Policy is implemented and monitored on board all vessels by the Master.
- ◆ Officers and Rating may be subject to unannounced random tests conducted by qualified personnel in accordance with port State and/or managers and/or owner's requirements.
- ◆ No alcohol is allowed to be consumed on board by any crew member or visitors.
- ◆ No alcohol is allowed to be brought on board and no alcohol is to be supplied on board.
- ◆ Seafarers found to be in violation of this Policy shall be immediately released from duty and disciplinary action will be taken.

It is therefore reminded to all seafarers that adherence to this Policy is considered as a term of employment. A copy of this policy shall be signed by each seafarer as part of the contract of employment.

Date	Position	Name	Signature
01-06-2020	Managing Director	Capt. Parvez Raza Chan	