

## Drug & Alcohol Policy

To maintain an alcohol and drug free working environment:

- We have adopted a **ZERO ALCOHOL** policy. No alcohol will be supplied or allowed on board.
- No Company personnel shall undertake his / her duties whilst under the influence of drugs or alcohol.
- Alcohol max blood content is set as 40mg/100ml for people off duty and 0mg/100ml for people on or about to take over duty. Anything above these values will be considered as intentional – serious- violation of Company's policy.
- Misuse of legitimate drugs or the use, possession, distribution, or sale of un-prescribed drugs is strictly forbidden.
- The Master is responsible for enforcing the company's Drug and Alcohol policy onboard and he must ensure that all crew members are fully aware of and understand the company's Drug and Alcohol policy.
- The company is responsible for reporting any possession/use of illegal or misuse of legal (un-prescribed) drugs to the local authorities and / or to the Flag state and will fully cooperate in any investigation concerning alcohol or drugs on board our ships.
- It is everybody's responsibility to immediately report violations to the management onboard or ashore;
- Crew members are only allowed to receive non-alcoholic beverages during their service onboard;
- Flag, Port or Customer requirements exceeding this policy shall be taken into consideration. OCIMF guidelines for control of D & A onboard are recognized as a part of the Company policy.
- During port stay, the consumption of alcohol 4 hours' prior his scheduled watch/duty is prohibited.
- Any misconception of the level of alcohol concentration does not exclude disciplinary and legal action;
- Disciplinary action up to and including dismissal in case of non-compliance with this policy;
- Personnel on prescribed drugs must declare this to the Master on joining the vessel, or upon prescription if prescribed during the period of service onboard. The Master should report to the Company respectively;
- D&A tests are to be carried out in accordance with tests procedures as these described in VOP-G-6.