

DRUG AND ALCOHOL POLICY

It is Company's policy to provide a safe and secure working and living environment aboard company managed vessels by maintaining an environment free of drugs and one in which alcohol is never abused but consumed responsibly and always within company guidelines.

The company policy requires:

- The total and absolute prohibition on the use, possession, distribution, or sale of illicit or un-prescribed controlled drugs onboard any managed vessel.*
- Persons taking prescribed medical drugs declare this to the company prior to joining the vessel, and to the Master on boarding.*
- No person aboard a company vessel at any stage may have a blood alcohol concentration (BAC) exceeding 0.04 % or 0.20 mg/l alcohol in the breath.*
- All persons to abstain from the consumption of alcohol no less than 4 hours before taking up any normally scheduled duties and have a zero-blood alcohol concentration at the time of taking up such scheduled duties.*
- No crewmember is permitted to bring alcohol and/or illegal drugs onto a vessel.*
- Any alcohol intended for consumption on board shall be obtained from the Master and is strictly limited to beer and normal strength wine. Fortified wine, liquors or spirits of any type are NOT permitted to be sold or consumed on board Company ships; National or Terminal alcohol limits will take precedence when applying this policy, if lower than 0.04%.*

Adherence to this policy will be monitored by way of

- Testing during seafarers' medical examination.*
- Random on-board drug and alcohol testing by contracted medical staff of one third of the ship's complement on one fourth of the fleet vessels annually.*
- Random on-board alcohol testing of 100% of the ship 's complement as conducted by the Master or appointed officer on an approximately monthly basis.*
- Random unannounced alcohol test on board the vessel initiated by the company whether or not the use of drugs and/or alcohol is suspected.*
- Random drug and alcohol testing on any employee when an accident or hazardous occurrence/near miss has taken place.*

This policy applies to all crew (From the time they leave their home till the time they return home, including shore leave) and all shore personnel, visitors, or other personnel attending to work or visit on board the Company's ships.

Contravention of the company Drug and Alcohol policy may lead to disciplinary action and ultimately the termination of employment and / or the institution of criminal proceedings.



RAMARAS RAMBHATLA
MANAGING DIRECTOR