

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 as alcohol impairment a blood alcohol content of 25mg/100ml or more.

In order to enforce this policy:

- 1) Consumption and possession of alcohol for private or any other use on board Company vessels is **STRICTLY FORBIDDEN**.
- 2) The possession, use, trafficking of any kind of illegal drugs and for any reason on board the ship is prohibited.
- 3) The Company implements procedures which meet or exceed the relevant Flag State legislation and/or ICS/OCIMF guidelines and enforces a strict blood/breath and/or urine test schedule involving:
 - mandatory pre-joining tests for all seafarers
 - periodical random testing/screening on board vessels. Each officer is to be tested at least once annually
 - regular breathalyser tests on board, either as a control procedure, or during the case of an investigative process

Seafarers found to be in violation of this Policy shall be immediately released from duty and dismissal / disciplinary action will be taken. Refusal to be subjected to D&A testing would equal to admission of guilt and the person will be subject to the same repercussions as any offender.

Adherence to this Policy is considered as a term of employment.

Related Document

Drugs and Alcohol Procedure CP19