

Drug and Alcohol Policy

The Company is committed to maintain a safe and healthy working environment, free from the unauthorised use of drugs and alcohol, for all employees.

The Company recognizes that alcohol, drug, or other substance abuse by employees may impair their ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of other employees and the Company as a whole. The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or un-prescribed drugs on company business or client's ships, is strictly prohibited and is grounds for termination. Being unfit for work because of use of alcohol or drugs is strictly prohibited and is grounds for termination of employment.

The Company may conduct unannounced searches for alcohol and/or drugs in office premises and clients have the authority to do so on board ships. Unannounced periodic or random testing will be conducted when an employee meets any one of the following conditions:

- *either the Individual has had a substance abuse problem*
- *or is working in a designated position identified by the Company*
- *or in a position where testing is required by law*

A confirmed positive test result or refusal to submit to an alcohol or drug test is grounds for disciplinary action, including termination.

Reasons for such testing may include:

- *for cause*
- *post-incident*
- *pre-employment*
- *reasonable suspicion*
- *follow-up*
- *random types of testing*

The Company agrees that employees working on-board ships as riding squad members, are subject to the provisions of the client's Drug & Alcohol Policy and Procedures, and every personnel will be subject to the same standards for search and inspection in regard to alcohol, drugs and controlled or illegal substances while on client's ships. Failure to comply with this Policy in this regard may result in removal from the ship and denial of future access, to any clients ships indefinitely.