

THIS POLICY WILL BE PROMINENTLY DISPLAYED ON BOARD AT CONSPICUOUS LOCATIONS

- The Company recognizes that alcohol, drugs or other substance abuse by employees will 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 Company Drug and Alcohol Policy for oil tanker vessels meets guidelines set by OCIMF's "Guidelines for the control of Drug and Acohol onboard Ships" and ExxonMobil-IMT "Marine Environmental, Safety And Quality Assurance Criteria" for International Ocean/Seagoing Tanker Vessels. Any Customer's Drug and Alcohol policies or Local regulations, if stricter, shall be adhered to ,where they exceed these instructions.
- All vessels entering or operating in waters subject to the jurisdiction of the United States of America, must prohibit the consumption of all alcoholic beverages by the vessel personnel 24 hours prior to entering U.S. territorial waters. This rule will remain in effect until the vessel clears the U.S. territorial waters.
- All shipboard personnel will undergo Drug & Alcohol testing and screening prior joining a vessel and immediately after an incident.
- All shipboard personnel on oil tanker vessels will undergo unannounced Drug and Alcohol testing at least once per year with a shore-based worldwide independent agency.
- All shipboard personnel are alcohol tested on board on a monthly basis. In addition, all shipboard personnel, at any time, in any waters, is subject to random alcohol testing. Random alcohol testing program is initiated by the Company; names of randomly selected candidates will be provided to the Master by the Head Office, along with specific instructions for administering the tests. On board alcohol tests are carried out by use of Breathing analyzers detecting BAC (blood alcohol concentration by %)
- If any crewmember appearing or behaving under influence of alcohol, must be immediately reported to Master or to a senior officer and subjected to onboard BAC test.
- A positive test result or refusal to submit to a drug or alcohol test are grounds for disciplinary action including dismissal.
- Nobody on board is permitted to consume alcoholic beverages (including beer) during working hours. The prohibition also applies to a period of four (4) hours prior to the start of work or watch duty (objective is to ensure that blood alcohol concentration – BAC- is theoretically zero prior to go on duty). No alcohol consumption is allowed while vessel's in port.
- No person, whilst serving on board a vessel, may consume amounts of alcohol equivalent to 3 units in the table below or have a **blood alcohol concentration (BAC) of 0.040% (40 mg/100ml blood)(2 units) or greater.**

Approximate Alcohol Unit Conversions

Alcohol	Alcohol concentration by vol.	Volume	Units
Beer and lagers: extra strength	>4.0% <6.05 Alcohol	30 cl	2.5
Beer and lagers: ordinary strength	>1.0% <4.0% Alcohol	30 cl	1
Beer and lagers: low alcohol	>0.05% <1.0% Alcohol	30 cl	0.5
Table wines, others	>6.0% <12% Alcohol	10 cl/1 ltr btl	1/10
Sherry, fortified wines, others	>12% <16% Alcohol	6 cl/1 ltr btl	1/16
Spirits, Liquors, others	>16% <40% Alcohol	3 cl	1
Any other Low Alcohol beverage	>0.05% <1.0% Alcohol	30 cl	0.5

- The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or un-prescribed controlled drugs is strictly prohibited. Additionally, any use of a controlled substance, which cause or contributes to unsafe, unacceptable or unusual job performance is also prohibited. Full cooperation will be given to Public Authorities in the criminal prosecution of anyone using, possessing or smuggling illegal drugs or drugs paraphernalia aboard the vessel.
- Any crewmember found in contravention of the Company's drug policy will be dismissed and handed over to the appropriate authorities for prosecution.

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