

ALCOHOL & SUBSTANCE ABUSE POLICY

The company has **ZERO TOLERANCE** for drug or alcohol use in the workplace and has established safeguards against drug and alcohol abuse to ensure a safe and healthy working environment.

To mitigate these risks, we have developed this Policy to prohibit drug use, possession or sale on company premises and strictly regulate alcohol consumption.

- The misuse of legitimate drugs or the use, possession, distribution or sale of illicit, un-prescribed drugs whilst on business premises and vessels is strictly prohibited and grounds for immediate dismissal.
- Possession, use, distribution or sale of alcoholic beverages on business premises and vessels is strictly prohibited and being unfit for work because of alcohol is grounds for immediate dismissal.

While this Policy refers specifically to alcohol and drugs, it is intended to apply to inhalants and other forms of substance abuse.

STATEMENT

Scope

This Policy, documented procedures, and guidelines are designed to establish a centralised mechanism for tracking and ensuring compliance with all applicable laws in all countries where the company operates.

This Policy does not discriminate at any level and applies **equally** to **all** company associates.

Right to Search / Testing

We may conduct unannounced searches for drugs and alcohol on company-owned or controlled assets.

We may also require employees to undergo medical evaluations or alcohol and drug testing when there is reasonable cause to suspect alcohol or drug use, including after workplace incidents.

Testing may be carried out for any reasonable cause should any employee demonstrate suspicious or dangerous behaviour, either individually or in the presence of others.

Similarly, in accordance with documented procedures and as part of a drill, periodic unannounced random drug and alcohol tests may also be conducted involving all employees or contractors, or a percentage thereof.

Alcohol and drug testing will be performed by qualified appointed company personnel or at a subcontracted medical facility.

Responsibility

The company recognises alcohol or drug dependency as a treatable condition. Employees who suspect they have alcohol or drug dependency are encouraged to seek advice and follow appropriate treatment promptly before it results in job performance problems.

Company management and Masters are responsible for ensuring that the standards outlined by this Policy are communicated to all employees and that their behaviour sets a good example.

Everyone is responsible for their behaviour and ensuring their conduct aligns with communicated principles. Additionally, everyone must report any scenarios they witness or that come to their attention.

Violations

Adherence is mandatory, and any violation of this Policy and associated documented procedures may lead to disciplinary action or legal consequences.

Any service providers, clients, or visitors failing to cooperate with the company in this regard may be removed from the company premises and denied future entry.

Continuous Improvement

Senior management reviews this Policy annually and revises it as necessary to reflect changing operational conditions, new technology, government policies and legislation.