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Appendix D:

DRUG AND ALCOHOL POLICY - ISM CODE

Company D&A policy is based on the latest “Guidelines for the Control of D&A on board ships” (OCIMF).

A. Alcohol Regulating Policy

"Zero Tolerance" applies to all alcoholic beverages. This means that drinks containing alcohol are not permitted on board Company vessels and may not be consumed by any officer or unlicensed rating, regardless of whether the vessel is underway or in port whether watch keepers or not. The possession, use, distribution or sale of alcohols on board by seafarers is strictly prohibited and is grounds for immediate dismissal. If the alcohol content of any seafarer (including the master) after properly tested is found to exceed the company set limit, will be dismissed without compensation and reported to the DPA and crew manager ashore.

Alcohol Tests:

1. Pre-Joining alcohol test:

Performed in an official shore-based laboratory & presented along with the Medical Fitness.

2. Unannounced alcohol tests from shore:

Unannounced alcohol tests by a qualified external contractor following chain procedures, at least once (1) per year by the company. The company makes decision when or where it will be carried out. This test shall be carried out for all crew onboard. If the result of alcohol test or refusal to submit to the alcohol test is positive the crewmember will be dismissed without compensation.

3. On Board Random alcohol testing:

Performed randomly and unannounced on board by the Master or safety officer by the master’s decision; all crewmembers including the Master must be tested at least once (1) per month. It is not necessary to perform the test to all crewmember at the same time, but all crewmembers should be tested in one month. This test is in master’s responsibility and choice as to where, when and who will the involved in the tests.

4. Reasonable cause alcohol test:


Performed when there is reasonable belief that violation of this Policy or when a strong suspicion exists of use of alcohol in violation of this policy has taken place by the master’s instruction.

5. Post-accident test:

Performed after an accident on those who were directly involved.

B. Drug Regulating Policy

"Zero Tolerance" includes that the Drugs & Drug substances. Any use of a prescribed controlled drug which causes, or contributes to unacceptable job performance or unusual behavior should require the seafarer to be excused from duty until such times as repatriated. Officers and crew when embarking must declare to the master any kind of prescribed pharmaceutical drug that they are using and/or are carrying with them. Monitoring of supply and distribution of controlled pharmaceuticals will be carried out by the company during ship’s medical request.

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Drug tests:

1. Pre-Joining drug test:

Performed in an official shore-based laboratory & presented along with the Medical Fitness.

2. Unannounced drug tests from shore:

This test is performed together with unannounced alcohol tests from shore by the company and the same procedures as explained in alcohol test above.

C. Drug & Alcohol Test Procedure

The test explained in this policy, will be performed on time. Shore based tests are alcohol & drug tests, which shall be carried out together and records will be kept company and onboard. Analysis results are forwarded to the vessel by the external contractor. Copy is sent to the Company for evaluation and record keeping. Details of the tests are kept in the related file. Onboard test records are kept related file and the copy will be sent to company. Record forms are kept under the master's responsibility, where the date, time, name of the seafarer, test readings and name and signature of the responsible person are recorded.

- On board test is to be carried out by using the Breath Analyzer or appropriate equipment of the same capability.
- Unless there is reason for blood testing, the drug test is carried out by urine analysis.
- The responsible person doing the test and the witness must be alone in a separate area from all other personnel with the person to be tested.
- If the result of alcohol test is positive the test be must repeated under the supervision of a witness who must be an authorized officer.
- The person to be tested for alcohol has the right to choose a witness.

D. Company's Instructions

- As a company policy, the necessary documentation like circulars, and posters, which are prepared for warning the personnel, are regularly sent to the vessel.
- Posters listing the effects of drug use and alcohol abuse are hung up at various points within the ship's living quarters.
- All employees on board shall comply with this policy at all times. This policy is to be displayed in prominent locations on board the ships.
- Company representatives should regularly check that the company alcohol & drug policy is properly implemented and updated records are onboard.

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Managing Director

