

Drug & Alcohol Policy

No Company personnel shall undertake his / her duties whilst impaired by drugs or alcohol. This will be achieved by our total commitment to:

- Flag, Port or Customer requirements exceeding this policy shall be adhered to. OCIMF guidelines for control of D & A onboard are recognized as a part of the Company policy.
- Blood alcohol content of 40mg / 100ml or greater is defined as alcohol impairment;
- Only beer is allowed and shall be served open during meal hours;
- No alcohol consumption (including beer) for 4 hours prior & during duty or working hours;
- Consumption of alcohol prior to the 4 hours' prohibition period resulting in blood alcohol content above 0% when starting work or watch duty is not permitted. Any misconception of the level of alcohol concentration does not exclude disciplinary and legal action;
- No alcohol or drugs are to be brought onboard by crewmembers or shore staff visiting.
- D & A tests:
 1. In connection with the renewal of Medical Fitness Certificate, if possible;
 2. Twice a year unannounced D & A tests are initiated by the Crew Manager in cooperation with qualified laboratory; No one else should know the test dates. The Master shall declare to the "Collector" the seafarer(s) under medication.
 3. Random test by the Master, at least monthly, together with crew representative testing crew for alcohol in such way that the entire crew will be tested within his contract period (i.e. at least 25% of the crew each month).The Master shall be tested under the supervision of the C/O or C/E. Enter results into Deck Logbook and also e-mailed to the *Crew Department*.
 4. Reasonable Suspicion for use of Drugs or Alcohol.
 5. Post – Accident
- Disciplinary action up to and including dismissal in case of non-compliance with this policy;
- It is everybody's responsibility to immediately report violations to management onboard or ashore;
- Personnel on prescribed drugs must declare this to the Master on joining the vessel, or upon prescription if prescribed during the period of service onboard. The Master respectively to the Company;
- Misuse of legitimate drugs or the use, possession, distribution, or sale of un-prescribed drugs is strictly forbidden.