

Issued by :	Approved :	Drug & Alcohol Policy Manual D&A Policy	
Name : N. Padhi	Name : V. Rangroo	Doc. Nbr. : D&A-0020	Rev. Nbr : 0001
Position : SQM	Position : MD	Date : 01/30/16	Page : 1 of 2

0020 D&A POLICY

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's Drug and Alcohol policy is based on OCIMF "Guidelines for the control of Drug and Alcohol onboard Ship" as well as the "Exxon Mobil Marine Environmental and Safety Criteria". Any Customer's Drug & Alcohol policies or local regulations if stricter shall be strictly adhered to where they exceed these instructions or guidelines. All vessels entering or operating in waters subject to the jurisdiction of the United States must prohibit the consumption of all alcoholic beverages by the vessel personnel 24 hours prior to entering U.S. territorial waters. This ruling will remain in effect until the vessel clears the U.S. territorial waters.

All shipboard personnel will undergo Drug & Alcohol testing prior joining a vessel. During their service on board they will also be required to submit to unannounced periodic or random testing or when cause exists to suspect alcohol or drug use, including testing immediately after an incident. A positive test result or refusal to submit to a drug or alcohol test is grounds for disciplinary action including termination.

The Company permits only beer of ordinary strength or lesser on board their vessels. Nobody on board is permitted to bring any other alcoholic beverage on board the vessel or is permitted to consume beer during working hours or when working overtime. The prohibition also applies to a period of four (4) hours prior to the start of work or watch duty. (Objective is to ensure blood alcohol content is theoretically zero prior to going on schedule duty).

No person whilst serving on board a vessel may consume amounts of alcohol equating to more than 3 units in the table below or have a blood alcohol concentration of 0.040% (40 mg/100ml blood) or greater.

Approximate Alcohol Unit Conversions:

Alcohol	Alcohol Content by Vol.	Volume	Units
Beer and Lagers: Ordinary Strength	>1.0% <4.0% Alcohol	10 oz./ 30 cl.	1
Beer and Lagers: Low Alcohol	>0.05% <1.0% Alcohol	10 oz / 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 causes or contributes to unsafe, unacceptable or unusual job performance is also prohibited. Full co-operation will be given to public authorities in the criminal prosecution of anyone using, possessing or smuggling illegal drugs or drugs paraphernalia aboard the vessel. It is everybody's responsibility to immediately report violations to management onboard or ashore.

This policy will be prominently displayed onboard at conspicuous locations.

Issued by :	Approved :	Drug & Alcohol Policy Manual D&A Policy	
Name : N. Padhi	Name : V. Rangroo	Doc. Nbr. : D&A-0020	Rev. Nbr : 0001
Position : SQM	Position : MD	Date : 01/30/16	Page : 2 of 2

All vessels will be equipped with drug and alcohol testing kits and senior officers will be given training in the use of these kits as well as the testing and reporting procedure.

1. RELATED DOCUMENTS

Form S103B: Drug and Alcohol Policy (DAP)

VIQ - 3.11: Does the operator have a D&A policy meeting OCIMF guidelines?

VIQ - 3.12: Maximum level of blood alcohol content.

VIQ - 3.13: Record the frequency of unannounced drug testing

VIQ - 3.14: Record the frequency of unannounced alcohol testing

VIQ - 3.15: Record the date of last unannounced on-board alcohol test

VIQ - 3.16: Record the date of unannounced drug & alcohol test undertaken by an external agency.

M.T.M. Ship Management
Controlled Copy