



TAI CHONG CHEANG STEAMSHIP CO (SINGAPORE) PTE LTD

DRUG AND ALCOHOL POLICY

The Company is committed to providing a safe, healthy Drug and Alcohol free work place for all its crew members onboard and employees ashore. The Company recognises that drug and alcohol abuse will impair ability to perform duties properly and may have serious adverse affects on the safety and efficiency of other employees and the Company as a whole.

To ensure a Drug and Alcohol free and safe working and operating environment onboard, following Drug and Alcohol policy has been implemented:

1. The misuse of legitimate (Prescription) controlled drugs or the use, possession, distribution or sale of illicit or non prescription drugs whilst on Company business or on board its vessels is strictly prohibited and is grounds for termination of employment.
2. Possession, use, distribution, or sale of alcoholic beverages on Company vessels is strictly forbidden.
3. Being unfit for work because of use of drugs or alcohol is strictly prohibited and is grounds for termination of employment.
4. A crew member who has had or is found to have an alcohol or drug abuse problem will not be permitted to work in designated positions identified by Management as being critical to the safety and well being of crew members, the public, or the Company.
5. If a crew member violates provisions of the Drug and Alcohol Abuse Section of the SMS, appropriate disciplinary action will be taken.
6. All crew members are to exercise the 'Stop Work Order' if suspected that any crew member is working under influence of alcohol.

The Company requires all crew members to be tested for drugs and alcohol prior to the employment on Company vessel.

Periodically unannounced or random testing will be conducted as when it is deemed necessary. A positive test result or refusal to submit to a drug or alcohol test is grounds for disciplinary action, including termination. Termination will be mandatory for any individual testing positive whilst employed by the Company.

General Manager (Marine)

15-October-2020

Date