The use of a controlled substance, which may cause or contribute to an unacceptable job performance or behaviour, is strictly prohibited. Abuse of legitimate drugs, such as medicines, or the use, possession, distribution, manufacture or sale of illicit or prescribed controlled drugs, or drug paraphernalia is prohibited.

The consumption of alcohol during a tour of duty is strictly prohibited. Personnel joining a vessel must ensure that a sufficient period of abstinence has elapsed to ensure that their performance will not be impaired by the consumption of alcohol previously consumed (Note:- their level has to be zero at point of embarkation which includes the entry into port facilities or heliports prior to arriving onboard).

**All shipboard personnel** have a general duty to take care of their own and others’ health and safety. It is therefore their responsibility to disclose to the Master (at the point of on-signing and prior to taking) any medication they are using, whether prescribed or over the counter (OTC) – which shall also include herbal remedies – that might affect their ability to carry out their duties safely, together with any accompanying warnings or advisory leaflets.

**All shipboard personnel** are required to adhere to the Company’s policy for the consumption of alcohol and the use of drugs and shall submit to testing, including random and unannounced alcohol tests, in line with Company requirements. When attending on board shore-based staff and riding squads etc. are required to strictly follow these requirements.

A failure to comply with this policy will lead to disciplinary action resulting in dismissal from the Company.

Signed: …………………………………….. Date:

General Manager