



DRUG & ALCOHOL (Non-Tankers)



PSTR-08.01

The company is committed to maintaining a safe and healthy work environment free from unauthorized drug and alcohol use, ensuring the safety of personnel, vessels, cargo, and the environment. Non-compliance will result in disciplinary actions, including dismissal. Non-Synergy personnel violating this policy may face removal, disembarkation, and restricted future access. This policy applies to all seafarers, supernumeraries, office staff, contractors, and visitors onboard during all operational stages, including passages, port stays, dry docks, and repair periods.

Drugs

Prohibited Substances

Possession, use, or distribution of illegal drugs or unauthorized substances is strictly prohibited and will result in disciplinary actions. Violators may face criminal prosecution in addition to company-initiated measures.

Controlled Substances

Controlled drugs must be stored securely. The Master is responsible for overseeing compliance with Flag State and Port State regulations regarding onboard medical supplies and controlled substances.

Prescribed Medications

- Medications must be declared, with prescription from a qualified medical practitioner.
- Medications with impairing effects are strictly prohibited while on duty.

Alcohol

Distribution and Consumption

- Blood Alcohol Concentration (BAC) must remain below 0.04%.
- Alcohol consumption is prohibited:
 - Within 4 hours before duties or standby
 - While on duty, standby, or UMS watch
 - In port, coastal waters, special areas, or the USA's exclusive economic zone
 - Within 12 hours before port arrival
 - During hazardous conditions (reduced visibility, heavy traffic, or weather)
 - Inside cabins, work areas, or as directed by the Master.
- Spirits and wine are strictly prohibited; only beer (6% alcohol by volume or less) is allowed and must be obtained from the vessel's bond store.

Testing

Pre-Employment Testing: All seagoing personnel undergo drug and alcohol testing during pre-employment medicals. Onboard Testing

- **Annual Testing:** Conducted unannounced by third-party vendors for the crew onboard.
- **Routine Testing:**
 - The Master conducts random, post-incident, and for-cause alcohol tests.
 - Breath analyzer tests are mandatory for watchkeeping officers and engineers before taking over their watch.

Post-Incident Testing: To be conducted within 2 hours of an incident; if delayed, it must be completed within 8 hours with reasons documented.

Shore Leave Testing: All crew returning from shore leave must undergo a breath analyzer test to ensure compliance with no alcohol consumption while in port.

Education and Awareness

Seafarers: Pre-joining and onboard familiarization cover substance use risks and available support systems.

Visitors and Contractors: Safety familiarization covers the company's drug and alcohol policies.

Treatment and Rehabilitation

Support: Access to a 24x7 Helpline and Designated Person Ashore (DPA).

Rehabilitation Programs: Professional assessments, personalized treatment plans, and monitoring of recovery.

Self-Reporting: Encouraged to foster early intervention and prevent incidents.



Chetan Sharma

DOC-Head (Dry)

Synergy Maritime Pvt Ltd

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