

## Alcohol- and drugspolicy

Aboard ships crew members are forbidden to perform tasks under the influence of drugs or alcohol. Drugs and alcohol means a direct or indirect risk to the safety of the environment, the ship, the cargo, the crew and the person under influence.

This is why the organization, the owner / captains have the duty and the right to monitor and perform tests on crew if there are suspicions that a crew member is under the influence of drugs or alcohol. The owner can also ask a third party to check the personnel in case of suspicion of alcohol or drug use.

If abnormal use of drugs and/ or alcohol is detected, this must be reported to someone in the organization. The person will be called to stop this behavior and the operational manager will inform the person concerned of appropriate measures or sanctions taken.

To validate this policy, the organization follows the following guidelines;

1. It is forbidden for the whole crew onboard to use alcohol and/ or drugs during working hours. The crew must abstain from alcohol for at least 4 hours before the start of the active duty and during working hours. The blood alcohol level shall not **exceed 0.3 per mille at all times** when on board!  
The possession and use of drugs on board is prohibited at all times;
2. At least once a year there will be by organizing an unannounced D&A check carried out by the organization or a third party. A declaration of the check will be issued;
3. The captain must ensure that the crew should be able to carry out their work without any restrictions before they begin their work.  
The crew must be able to perform all their functions and services without risk to themselves and others;
4. When a crew member violates the D&A policy he/she should be relieved from his/her duties. At the same time, the manager (owner and / or master) of the crew need to be informed so that decisions can be made. The same procedure shall apply when there is a suspicion of an alcohol and drug addiction. Recognizable by strange behavior, speech or walking.
5. The barge owner is responsible for constant monitoring of these guidelines for the crew and the captain;
6. The ship owner must therefore carry out periodic audits to make sure the guidelines are still followed;
7. The owner and the crew are aware that violations of the policy affect them, and that it may even lead to a resignation. The sanctions to be applied after violation of this policy will be determined by the size of violation. In extreme cases, the organization will Block the barge, until the person or crew in question is replaced or has disembarked;
8. Medications should be used as described in the package insert and / or as directed by a physician. Excessive use of medication is considered to be as use of drugs;
9. Every crew can find a copy of the policy in the instruction manual EBM of the organization. The alcohol and drug policy is an integral part of the organization's policies. A request for the policy can be made to the quality manager of the organization. Also see OCIMF guidelines and the relevant sections in the RPR / CEVNI.

**CEO**

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