

ALCOHOL & DRUGS POLICY

Unicrew Management has a zero-tolerance policy towards alcohol and drug use on board. We are totally committed to providing a safe workplace for seafarers and to protecting vessel, crew, cargo, and the marine environment. We have put in place a comprehensive Alcohol & Drugs Policy requiring strict compliance by all concerned personnel. There are rules of conduct and controls in place to enforce this policy. Our company provides detailed information to seafarers on alcohol consumption, its impact on behaviour and health, and access to rehabilitation programmes. No seafarer will navigate a ship or operate onboard equipment while under the influence of alcohol or drugs.

Unicrew Management lays down the following guidelines whose violation would attract prompt disciplinary action from the company:

- (i) Alcohol impairment defined as blood alcohol concentration (BAC) of 40 mg/100 ml or higher;
- (ii) Abstinence from alcohol for four (4) hours prior to a period of scheduled responsibility for all seafarers, i.e. watchkeeping duty, port arrival or departure etc.;
- (iii) These limits apply unless a lower level is prescribed by national or local legislation, or regulations of the ship's Flag State, or Port State or location;
- (iv) Misuse of prescription drugs and the use, possession, transport, distribution, sale or purchase of illegal drugs;
- (v) Possession or use of any form of illegal drug or over-the-counter medication that leads to inebriation, addiction, or cognitive impairment;
- (vi) Personnel on prescribed medication must

notify the Master upon joining the vessel or upon prescription, if the medication is prescribed during the period of service on board;

(vii) The Master, if on prescribed medication, must declare this fact to the company prior joining the vessel, or upon prescription, if prescribed during the period of service on board;

(viii) Flag, Port or Coastal State requirements which exceed the requirements of this policy shall be fully applicable and treated as part of this policy;

(ix) All crew are required to voluntarily submit to unannounced testing and routine medical examination for control and detection purposes related to this policy. Further, all personnel on board are obliged to provide blood/urine samples as and when required and undergo all testing when requested.

This policy applies to ship and shore personnel and all those who come onboard a company managed vessel. Failure to comply with the above will result in suspension from duty and immediate repatriation with possible relevant financial and/or legal consequences. Furthermore, this policy and its parts will apply in parallel with other policies and regulations in this domain, including those of the shipowner, flag state and port state authorities, as well as regulatory agencies.

Jason M. Firth,
Managing Director