

Issued by: HSEQ DEPARTMENT	Approved by: CEO	Date 19/03/2021	Revision 2	Page 1 of 1
SAFETY MANAGEMENT MANUAL According to IMO Resolution A.741(18), as amended – ISM Code				
DRUG & ALCOHOL POLICY ANNEX TO COMPANY SQE POLICY				
This annex is reprinted when necessary. It is not subject to Certifying Body (RINA) approval and its change should not be recorded in the manual's revisions checklist.				

DRUG & ALCOHOL POLICY

It is the Company's Policy that no seafarer employed, whatever rank, shall navigate the vessel or will operate its equipment while impaired by drugs or alcohol or where there is any risk of such impairment.

The purpose of this Policy is to make every effort to institute and maintaining a drug and alcohol free workplace by:

- Absolute prohibition to use, to bring in, to possess, to give out and/or to sell any illegal drugs;
- Absolute prohibition to use, to bring in, to possess, to give out and/or to sell any alcoholic beverage;
- The BAC (Blood Alcohol Content) of all crewmembers, both at sea and in port, must always be 0 (zero); for shore people temporarily on board must be 0 (zero) at sea and not exceeding the maximum value of 40 mg/100 ml. (0,4 ‰) in port.

Crewmembers violating the Company's D&A Policy are liable to the disciplinary action will result in immediate discharge and dismissal on seaman's fault.

In case the violation represents a criminal offence, it shall be immediately reported to the Flag or Port State judicial and maritime authority.

This Policy has the full support of Management and applies also to passengers, pilots, agents, Company's or external organizations' personnel, guests, crew relatives, and, as a rule, to all persons that, for whatever reason, find themselves on board.

In case of violation, they shall be immediately turned away and no more allowed on board, with reserve of notification to the authority in case of criminal offence, and of legal action against them in order to protect the ship's and/or the Company's interests.