

COMPANY DRUG AND ALCOHOL POLICY

The Company's Drug and Alcohol Abuse Policy applies to all personnel who may sail on or visit the Company's managed ships and includes the principals set forth in the Oil Companies International Marine Forum (OCIMF) "Guidelines for the control of drugs and alcohol aboard ships".

The Company is committed to promoting a safe, healthy and productive working environment for all employees.

The Company recognises that drugs and alcohol abuse may impair the personnel's ability to perform their duties.

This is particularly valid for those employees whose tasks entail safety and health risks for themselves and others. The shipboard personnel, for the evident reason that any error or accident they make may cause loss of lives, fire and environment pollution, or third part property damage is to be considered particularly exposed to these dangers. It must not be forgotten that a ship is a very complex system, which always require efficient personnel ready for all eventualities.

The Company deem it important therefore to establish that:

- a) The **misuse of legitimate drugs** or the **possession, use, distribution or sale of drugs** by employees **is strictly prohibited** and is grounds for immediate dismissal
- b) the possession, use, distribution or sale of alcohol on the managed ships **is strictly prohibited** and is grounds for immediate dismissal
- c) The Company will not authorize the employment of any persons who are users of or have a recent record of the use of illegal drugs or have abused the use of prescribed drugs. Any crewmember found in contravention of the Company's drug policy will be instantly dismissed and handed over to the appropriate authorities for prosecution. All are reminded that in certain countries possession of illegal drugs can result in the DEATH PENALTY.
- d) personnel with alcohol or drug problems shall not be permitted to perform duties which may be critical for the safety of the ship, health of the personnel and risk of pollution
- e) Pilots, office personnel, guests, contractors, vendors and any other person onboard shall be required to comply with the policy restrictions concerning use, possession, distribution and sale of alcohol and drugs and provisions regarding searches. Those who violate the policy shall be sent away from the vessel and may be denied future access.
- f) **Will ensure that refusal of any (on board / external) drug and alcohol test will be treated as a violation of this policy.**
- g) **Ensure main suppliers are aware of company policy and forbid selling alcohol products to company crew during the voyage or once embarking / disembarking company vessels.**

ALCOHOL

Acechem Tanker has **"DRY SHIP"** and **"ZERO ALCOHOL POLICY"** onboard.

Use of any kind of alcohol strictly prohibited on board. The **possession, smuggling, use, distribution or sale of alcohols on board** by employees **is strictly prohibited** and is grounds for **immediate dismissal**.

It is strictly forbidden for any seafarer to bring any alcohol beverages onboard while on shore leave or otherwise.

SIGNED
GENERAL MANAGER

DATE: 26.02.2021