

## ***Drug & Alcohol policy***

### **GENERAL**

This policy covers all personnel onboard vessels in O.W. Tankers A/S management.

### **DRUG AND ALCOHOL ABUSE**

The Company's drug and alcohol policy cover all vessels in management.

- Every employee must sign an acceptance of the company's "**POLICY ON DRUG AND ALCOHOL ABUSE**"
- At least once a year, all onboard personnel will be subjected to an unannounced alcohol and drug test ordered by O.W. Tankers A/S from an external supplier of drug and alcohol tests.
- All vessels in O.W. Tankers A/S management are to have onboard alcohol & drug testing equipment. The equipment consists of one Breath Alcohol Tester and minimum 10 pcs. of Emergency Drug and Alcohol test kits.
- In case of a personal injury, pollution or damage to the vessel or its equipment, all crewmembers involved in this incident are to be submitted to an alcohol and drug test carried out by external company. If an external company is not able to attend the tests must be performed by the Master. For the tests the Master is to use the Emergency Drug and Alcohol test kits.
- The master must at least 2 times per year perform an alcohol test of all crew onboard. The dates for the alcohol test must be picked randomly by the Master. For the tests the Master is to use the Breath Alcohol Tester.
- The master must perform at least 3 drug tests per year on 3 random crew members. The dates for the drug test must be picked randomly by the Master. For the tests the Master is to use the Emergency Drug and Alcohol test kits.
- The company can request random drug and alcohol test of the Master. These tests must be performed and documented by the Chief engineer.
- In case of suspicion that a crewmember is under the influence of drug and/or alcohol, a drug and alcohol test must be performed immediately. The company must be notified accordingly. For the tests the Master is to use the Emergency Drug and Alcohol test kits.

## **ALCOHOL POLICY FOR ON BOARD PERSONEL**

The below mentioned rules applies to crewmembers employed in O.W. Tankers A/S. The rules are an integrated part of crewmembers' employment conditions. The rules are to be read, understood and signed by the employees to show their acceptance of compliance with the rules.

### Prohibition against alcohol and other euphoric substances.

For safety reasons as well for commercial reasons alcohol and drugs and other euphoric substances are banned within O.W. Tankers A/S, therefore

- Crew members are not allowed to use euphoric substances or be under any impairment of alcohol during the period of engagement on a vessel.
- Crew members are not allowed to be in possession of alcohol, drugs or any other euphoric substances during the period of engagement on a vessel.
- Crew members are not to be under the impairment of alcohol, drugs or any other euphoric substances when signing on a vessel.

In this respect we would like to stress the fact that drugs and other euphoric substances can be traced for a long period after being taken. Seen in the light hereof crewmembers are well advised not to take any drugs, nor to be under the impairment of euphoric substances at any time prior to signing on vessels; which can be traced in test screenings performed onboard.

### Control and Testing / Screening

Crewmembers employed in O.W. Tankers A/S must accept routine medical examinations as well as random unannounced testing / screening, performed onboard vessels. The crew onboard are under the obligation to willingly participate in such tests when asked to do so, by either authorities, the Master or by request of the Owner. In addition hereto all crew members are to accept cabin inspection as well as inspection of personal belongings willingly, without prior notice.

### Prescribed Medical Drugs

All crewmembers who are taking prescribed drugs are to inform the Master hereof when signing on the vessel. When performing urine tests, the crewmember in question will be asked to inform of any prescribed drugs taken by him/ her.

### Observance of Rules on Alcohol & Drugs

For safety reasons as well as commercial reasons, it is of outmost importance to observe the above-mentioned rules. The crewmember accepts that there exists an explicit and absolute prohibition against any consumption of alcohol and misuse of legitimate drugs during engagement on a vessel, whether onboard or ashore. Any violation of the rules is considered a breach of the conditions of employment and will as such result in an immediate dismissal.

The above policy is in force as of 5<sup>th</sup> of June 2010