

Capital Ship Management Corp.

Drug & Alcohol Policy

The Company's top level management is fully committed to providing a safe workplace for seafarers and to protecting the safety and well being of the public and the environment.

Recognising alcohol and drug abuse will impair a person's ability to perform properly and could therefore have serious adverse effects on safety, management have established this Drug & Alcohol Policy which must be strictly adhered to by all persons aboard Company vessels.

ALCOHOL RESTRICTIONS

- Consumption and possession of alcohol for private or any other use aboard Company vessels is STRICTLY FORBIDDEN.
- In order to ensure seafarers and other persons boarding Company's vessels are able to respond at any time to an emergency situation the maximum permissible blood alcohol content of such persons should not exceed 0.04 percent per GM/Decilitre of blood or 40 mg/100 ml.
- Seafarers and other persons boarding a Company vessel with scheduled watchkeeping or other work responsibilities must have abstained from alcohol for at least four hours prior to carrying out their duties. (Consumption scales in relation to blood alcohol content can be found in OCIMF Guidelines maintained in ship/shore libraries)

DRUGS & SIMILAR SUBSTANCE RESTRICTIONS

The misuse of legitimate drugs and the use, possession, distribution and sale and purchase of illegal drugs is STRICTLY FORBIDDEN for all persons aboard Company vessels.

The use of a prescribed controlled drugs, which cause or contribute to unacceptable job performance or unusual behaviour, must be reported to the Master and the person in question must be excused from duty until such time as he is repatriated or treatment and its after effects cease.

The Company will not employ any person with a record of drug or alcohol abuse. Any employee found to be in contravention of this policy will be instantly dismissed from his duties and in the case of drug abuse, handed over to the appropriate authorities for prosecution. We remind you in certain countries the possession of illegal drugs can result in long prison sentences and in some places the DEATH PENALTY.

DRUG & ALCOHOL TESTING

- Masters, Officers and crew must undergo drug and alcohol testing prior to employment as arranged by the Crew Manager/Manning Agent.
- Company vessels are provided with approved alcohol testing devices and urine-specimen collection kits for drug testing purposes. This equipment is to be used after a serious incident/casualty worldwide, if shore laboratory collection services cannot be arranged within below time limits:
 - alcohol testing - within 2 hrs
 - urine sample collection for drug testing - within 32 hours
- The Master must also use the alcohol testing devices for random tests as follows:
 - on Officers and crew at least once every 1 month, initiated by the company on an unannounced basis
 - whenever he believes it is necessary, including after any arguments between crew or unusual behavior and if it is believed that a person wishing to board his vessel is over the previously mentioned permissible blood alcohol content.
- The Company arranges for approved shore medical services to attend vessels for unannounced drug and alcohol testing twice or three times per year depending on length of contracts of seafarers on board as well as other times when they believe it is necessary.

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Masters, Officers and crew and all other persons aboard Company vessels are obliged to provide blood/urine samples as and when required by shore laboratories and to undergo all testing when requested.

VIOLATION OF THIS POLICY WILL RESULT IN INSTANT DISCHARGE FROM DUTIES AND DISEMBARKATION AT THE FIRST POSSIBLE OPPORTUNITY. ALL COSTS INVOLVED IN DISEMBARKATION, REPATRIATION AND SUBSTITUTION WILL BE BORNE BY THE OFFENDER



Managing Director

Date: 02/01/2023