

DRUG AND ALCOHOL POLICY

Policy Purpose:

To ensure that safety conditions and performance is not affected when under the influence of drugs or alcohol.

Policy Scope:

This policy applies to all employees working onboard our managed vessels and extends to contractors, vendors, and stakeholders who work with Hafnia who board our vessels. It is the responsibility of the Master and Head of Department to ensure that the policy and procedures are implemented and respected amongst all seafarers and onboard personnel. The Master is also responsible for any distribution of alcohol onboard the vessel during exceptional occasions, and for monitoring personnel during its use.

Policy Statement:

Personnel working onboard our managed vessels shall not be impaired by alcohol when performing any scheduled duties and that the use, possession, distribution, or sale of illicit or un-prescribed drugs is strictly prohibited. Non-compliance with this policy will lead to disciplinary action up to and including dismissal.

Our Main Objectives are to:

Create a safe workplace first and foremost and also a professional and exemplary working environment.

In Achieving this, the Following Must be Complied with:

Base control measures of the following guidelines, regulations, and industry standards:

- **OCIMF:** Guidelines for the control of drugs and alcohol on board ship
- **USCG:** 33CFR95 Operating a Vessel While Under the Influence of Alcohol or a Dangerous Drug
- **USCG:** 46CFR4.06 Requirements for alcohol and drug testing following a serious marine incident.
- **STCW:** STCW A-VIII/1.10 Fitness for Duty
- **Flag Administration specific limits** or restrictions

Strict compliance with all drug and alcohol procedures.

Consumption of alcohol onboard is only permitted with the restrictions as specified in the policy.

Hard liquor (spirits), or wine above a **16%** alcohol content is strictly prohibited.

Beer with less than **6%** alcohol content and wine with less than **16%** alcohol content is permitted. Personnel are subject to testing and screening for drug and alcohol abuse by means of either / or unannounced testing and routine medical examinations.

Acceptance of the fact alcohol is only permitted under certain occasions and prohibited otherwise.

Alcohol and drug testing will be carried out as soon as possible following an incident onboard where applicable and relevant.

Unannounced searches for drugs onboard will be carried out routinely, especially when a vessel has visited a port that is considered high risk.

Use of prescription drugs should be only taken if prescribed by a medical practitioner and should not affect job safety or performance.

At no time whilst onboard may the Master, officers or crew or persons on board have blood alcohol concentrations (BAC) equal to or greater **than 0.04%** or **>= 40 mg/100 ml**.

The blood alcohol level of personnel should be zero before they go on scheduled duty.