

## POLICY ON ALCOHOL AND DRUG ABUSE

Fjord Shipping operates a "Zero Alcohol Policy" on all vessels to protect against harm to people, harm to the environment, to property and to the vital reputation of the Company and the Owners.

Zero Alcohol Policy means no alcohol shall be consumed or be carried for consumption on board our vessels. Maximum permissible blood alcohol content (BAC) for anyone whilst serving onboard a Fjord Shipping Management vessel is 0.00 % alcohol by vol.

No seafarer shall navigate or assist in navigating a vessel or operate its onboard equipment while impaired by drugs or alcohol. Likewise the same restriction applies for seafarer who is in charge during vessel's port- and yard periods.

During shore leave a crew member shall observe a period of abstinence from alcohol in minimum 4 hours prior to returning to the vessel. When returning to the vessel, the blood alcohol content shall be the maximum permissible BAC in accordance with this policy. Any other circumstances is to be regarded as a violation."

The misuse of legitimate drugs or the use, possession, distribution or sale of illicit or un-prescribed controlled drugs onboard vessel is prohibited. In addition any use of a controlled substance, which causes or contributes to unacceptable job performance or unusual job behavior is prohibited.

Nothing contained in this policy document shall overrule any **more rigorous** national or international laws and regulations concerning drug and alcohol abuse as may be in force at any time.

A crewmember impaired by alcohol or drugs while he/she is on duty, shall be immediately relieved from his/her duties and replaced.

A crewmember who is found unfit for duty (impaired) due to influence of alcohol or drugs, or tests gives positive on alcohol or drug - or refuses to be tested, and/or deliver fake or false test sample, **shall** receive a written notice.

If there is a recurrence, the seaman will be dismissed. In the most serious cases, the seaman **shall** be dismissed immediately - without any prior warning given.

**Every** seaman shall prior to employment sign and agree to this "Drug & Alcohol Policy Statement, by signing the **Appendix to Job Contract** At Fjord Shipping AS office or its authorized Crewing Agents.

Test are to be performed accordingly SMS 2. 2.1.02 Policy alcohol & drug abuse.

The above policy is in force from 1<sup>st</sup>, of September 2010 and revised 22<sup>nd</sup> of August 2014.



Trond Myklebust  
General Manager