



Drug & Alcohol Policy

The Company management is committed to a safe, healthy and productive working environment for all employees, both shore-based and aboard managed vessels. It is the policy of the Company and the owners of the vessels the company manages, that

NO COMPANY EMPLOYEE / OUTSOURCED CONTRACTOR / SEAFARER, WHATEVER RANK, WILL BE UNDER THE INTOXICATION OR IMPAIRED BY DRUGS OR ALCOHOL, OR WHERE THERE IS ANY RISK OF SUCH IMPAIRMENT, THAT MAY JEOPARDISE ANY PROJECT / SERVICE PROVIDED BY THE COMPANY.

In following this policy, the Company:

Prohibits the use of all substances, defined as narcotic and illegal.

1. Has implemented random testing/medical certification of all its employees and sub contractors, their workers, for alcohol abuse before or during the performance of their duties and for use of drugs.
2. Controls the issue and use of all medical supplies and prescribed medicines in the Company and or work site.
3. Will dismiss instantly anybody:
 - Using alcohol or banned substances, at all times;
 - Caught in possession of alcohol or banned substances;
 - Found to have been instrumental in bringing alcohol or banned substances, found to have a positive trace in any random testing sample, unless prior notice and authorization for use was provided;
4. Requires all employees/sub contractors/seafarers provided to sign a Declaration of Acceptance of the Company's Drugs and Alcohol Policy.

HECTOR PATEL
CEO