



## Drug and Alcohol Policy Statement

Queensway Navigation Co. Ltd is fully committed to maintain a safe and healthy working environment, free from the effects of unauthorized drugs and alcohol. This policy shall be observed by everyone on board company vessels as they are expected to be able, at all times, to perform their duties in a safe and secure way and respond to any emergency situation that might occur.

The company, taking into account the limits for the permitted blood/alcohol concentration, set by STCW A-VIII/1 & OCIMF's [guidelines for the control of the drugs and alcohol on board ship], adopts a maximum allowance of 40 mg alcohol per 100 ml blood.

Each company managed vessel is considered a "DRY VESSEL".

With this statement is implied a ban on unauthorized drugs, hard liquor, wine and all other alcoholic beverages.

No person shall assume watch keeping duties under the influence of drugs or alcohol. Abuse, consumption, illegal possession, distribution and sale of drugs or alcohol by any seagoing personnel shall be dealt with the vessel's management in consultation with the company. Failure to report such incidents will be handled with the utmost severity and violation of this policy shall lead to dismissal.

All personnel shall be subject to drug and alcohol testing at scheduled and unscheduled annual intervals. Crew signing on for the first time shall be tested during their pre-employment medical examination and furthermore receive a copy of this policy statement during their induction training.

This company policy statement applies to all officers, ratings, agents, pilots, port officials, customers, riding teams, suppliers' personnel, company representatives, visitors and passengers, as relevant, on board.

