

	ELBANA DI NAVIGAZIONE S.P.A.	HSSE Department	Page: 1 of: 2
		COMPANY POLICY DRUG and ALCOHOL POLICY	Revision: 0
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All crewmembers, pilots, office personnel, guests, visitors, contractors and any other person assigned to this Vessel should be aware that this is an "Alcohol Free" Vessel (No Alcohol is to be sold, distributed, brought on board or consumed on the vessel).

BLANKET DECLARATION

Elbana di Navigazione has a Drug and Alcohol Policy applicable to this vessel which meets or exceeds the standards in the Oil Companies International Marine Forum Guidelines for the Drug and Alcohol onboard Ship. Personnel on board the vessel are to be tested. The drug / alcohol testing and screening shall include unannounced testing in addition to routine medical examinations. An objective of the Policy should be that the frequency of the unannounced testing be adequate to act as an effective abuse deterrent, and that all seafarers be tested at least once a year through a combined program of unannounced testing and routine medical examinations.

The undersigned further warrants that the Policy will remain in effect unless you are otherwise specifically notified and that the undersigned shall exercise due diligence to ensure compliance with the policy. It is understood that an actual impairment or any test finding of impairment shall not in and of itself mean the undersigned has failed to exercise due diligence.

DRUG AND ALCOHOL POLICY

GENERAL

- It must be borne in mind that every person on board must be able to respond, when required, at any time an emergency situation.
- Alcohol and/or drug impairment may cost lives in the event of a shipboard emergency.
- Company must be informed immediately if a person is unable to perform duties as a result of drug / alcohol impairment. Full account of such incident countersigned by witnesses shall be made.
- Company encourages the reporting of any Drug and Alcohol Policy infringement
- Personnel returning from Shore are required to pass from the Cargo Control Room to the OOW.


DRUGS

1. Misuse of legitimate drugs as those prescribed in the "medicine chest" and use, possession, distribution or sale of illicit or unprescribed controlled drugs is prohibited and will not be condoned. Any person participating in these activities shall be liable for instant dismissal. The prohibited substance referenced in this section includes, but is not limited to: Marijuana, Amphetamines, Antidepressants, Barbiturates, Benzodiazepines, Cocaine, Methadone, Methaqualone, Opiates, Phenoclidine (PCP), Propoxyplene, Cannabinoids, MDMA (Ecstasy).
2. Personnel are subject to testing and screening for drugs by means of a combined program of unannounced testing and routine medical examination. A positive test will lead to rejection or termination of employment.
3. No person shall indulge in the use of prohibited substances causing impaired ability to perform assigned duties on board.
4. If any person, as a result of controlled substance abuse, causes or contributes to unacceptable job performance or unusual behaviour he / she shall be tested "for cause" and immediately prohibited from working.

ALCOHOL

1. Being the vessel No Alcohol vessel, the Master is to personally ensure that no alcohol is sold, distributed, brought onboard, or consumed on the vessel. This policy supports the principle that no person is impaired when performing designated duties.
2. Visible effects of alcohol impairment are apparent in a person's manner, disposition, speech, muscular movement and general behaviour and should be closely minded.
3. A person with visible or physical impairment due to alcohol shall be tested "for cause" and removed from assigned responsibility, confined or restrained if required for safety of himself and person around.

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4. Company Policy requires Officers and ratings to observe a period of abstinence from alcohol prior to scheduled watchkeeping duty or work periods of 4 hours or pass through Terminal or visit Maritime Harbour Office, Health Maritime Office, Consulate or any Public Office. The objective should always to ensure that, prior to going on scheduled duty or before arriving to Terminal gate if on leave or joining ship; the blood alcohol content of the seafarer is zero.
5. Personnel are subject to testing and screening for alcohol by means of a combined program of unannounced testing and routine medical examination, further to Terminal control when crew returning from shore leave or joining vessel first time. A positive test will lead to rejection or termination of employment.

DRUG AND ALCOHOL SMUGGLING

Further to the monthly search requested by the Office, unannounced searches, in order to prevent drug and alcohol smuggling, are planned by the Master, not having a fixed term, carried out by a Safety Officer, properly recorded and signed. The possession, use, distribution, sale or brought on board of drugs and alcohol are strictly prohibited. Violation of these instructions is ground of disciplinary action and will lead to rejection or termination of employment.

Managing Director

Fabrizio Freschi

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