

2.5 DRUG POLICY

The main purpose of this policy is to provide a safe workplace for all individuals on vessels or other premises managed by Olympic Shipping AS. Breach of this policy does also expose the company for serious business risks.

The Company has **ZERO TOLERANCE** to drug influence and use in the workplace

All prescribed and over-the-counter **medicines** taken onboard an Olympic vessel, must be declared to the Captain.

Any company personnel, third-party employee, client or sub-contractor found to be involved in the use, possession, sale, purchase or transfer of any amount of **illegal drugs** whilst engaged on Company vessels operations or working on behalf of the Company, will be removed from the site or operation immediately, e.g. at first opportunity.

Direct employees of the Olympic Group companies will be subject to immediate dismissal. Olympic Shipping AS will inform third party's employers of any infringement of this policy. Appropriate local law enforcement agencies will also be notified.

All personnel may be subjected to random alcohol and drug tests at any time. Alcohol and drug testing will be performed either by trained Company personnel or by subcontracted professional medical personnel.

Any confirmed positive results will lead to immediate termination of employment. Testing may be requested by the Master, Charterer or Port authority, and may also be carried out following any type of incident. Failure to attend such testing will result in the termination of any contract of employment.

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Stig Remøy
CEO