

2.4 ALCOHOL POLICY

The main purpose of this policy is to provide a safe work place 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 alcohol use in the workplace.

Possession, consumption, distribution, or sale of alcohol in any form is strictly prohibited onboard vessels or other company premises. By violating this, the individual lends oneself liable to dismissal/termination of employment or other disciplinary actions.

“Onboard vessels” – is additionally defined as:

- The entire length of any given sailing period on a vessel - from signing on until signing off
- Applies equally to those on temporary contracts, permanent rotation, and permanent employees on temporary relief trips on another vessel than one's permanent vessel

On-signers shall not consume any alcohol on on-signing travel.

On-signers shall under no circumstance consume alcohol later than 8 hours prior to signing on the vessel, or in general be under any influence of alcohol when signing on.

Any employee traveling on company cost or representing the company shall represent the company in a decent and honourable way.

Employees that due to alcohol:

- display behaviour that may cause an individual to be denied use of public transport, including airlines
- display behaviour that may cause negative publicity or reputation for the Company
- do not attend/is not able to follow curriculum of planned training sessions
- do not attend/follow planned meetings (internally/externally)
- will lend themselves liable to disciplinary reactions, ranging from cover of all additional cost for the Company to dismissal/termination of employment.

If deemed necessary, the Company reserves the right to carry out unscheduled inspections to detect the presence of alcohol and / or drugs on company premises. Testing following accidents (and other incidents as deemed necessary) or on a random basis is applicable to all Company personnel.

Any individual involved in an accident may undergo alcohol and drug testing. Similarly, testing may be carried out for:

- any reasonable cause or suspicion
- should any employee demonstrate suspicious and / or dangerous behaviour individually or involving others.

Alcohol and drug testing will be performed either by trained Company personnel or by subcontracted professional medical personnel.

Any confirmed positive results can lead to termination of employment for severe professional misconduct.

The Master may on special occasions give exceptions from the non-alcohol policy. All such exceptions shall be approved in writing by the company's CEO.

No Company personnel shall consume alcohol in any country where the consumption of alcohol is forbidden by law.

Fosnavåg 30.11.2017


Stig Remøy
CEO