



## DRUG AND ALCOHOL POLICY

Sanco Shipping AS enforces a zero tolerance policy for drugs, alcohol or substance abuse. This Policy applies equally to all Sanco personnel, to third party personnel and to contractors engaged in any work aboard.

Distribution, possession or consumption of alcohol, drugs and narcotics is strictly prohibited aboard.

For any person travelling offshore, the consumption of any amount of alcohol or illicit substance is forbidden during:

- Travel to and from vessel ("home to home")
- All time in country, waiting for on-or off-signing crew-changes
- All time on-board the vessel
- All port calls and yard stays

This policy does not apply to prescription or "over the counter" drugs, where they are used for their prescribed purpose. In such cases the Captain shall be notified in the first instance.

- ✓ The Captain is responsible for enforcing this Policy and reserves the right to conduct searches of personal belongings without prior announcement.
- ✓ Sanco Shipping AS reserves the right to perform tests using breath or urine samples without prior announcement. Tests may be initiated by suspicion of drug or alcohol abuse or after an incident.
- ✓ Any person refusing to comply with the request of a search or test shall be subject to disciplinary action, up to and including termination.
- ✓ Any violation of this policy shall be subject to disciplinary action, up to and including termination.

Ivar Slettevoll

A blue ink signature of Ivar Slettevoll, consisting of stylized initials.

Managing Director

Gjerdsvika, July 15th, 2021