

	INTEGRATED MANAGEMENT SYSTEM MANUAL		Issue No.: 01 Issue Date: 09/01/2023 Rev. No.: 00 Rev. Date: 00/00/0000 Page: 1 of 1
	Chapter 2	COMPANY'S POLICIES AND MANAGEMENT COMMITMENT APPENDIX V: DRUG AND ALCOHOL POLICY	

Drug and Alcohol Policy

*It is the Company's Policy that no seafarer navigates the ship or operates its equipment while impaired by drugs or alcohol or mind-altering substances or where there is any risk of such impairment. Following this Policy, **SEA HAWK MARITIME S.A.:***

- **Bans:**
 - *All alcoholic beverages from its managed ships*
 - *Any form of drugs, excluding prescribed drugs, as well as the misuse of legitimate drugs*
- *Implements random testing of all crew for banned substances and alcohol.*
- *Controls the use of all medical supplies onboard the managed ships.*
- *Dismisses and imposes penalties, as per national and international regulations, to anybody who:*
 - *Uses alcohol or banned substances onboard the ship.*
 - *Possesses alcohol or banned substances.*
 - *Participates in bringing alcohol or banned substances onboard.*
 - *Has a positive trace in any random testing sample, unless the Master is informed in advance and provides authorization for use.*
- *Will take all disciplinary actions, including dismissal, against anybody consuming alcohol, while ashore, for at least 4 hours before returning to ship and scheduled watchkeeping duties or work period.*
- *Requires all recruits to take a Drug and Alcohol test before their embarkation*
- *Implements Post-incident D&A testing of each involved individual.*

All seafarers understand that it is their duty and benefit to report immediately to the appropriate Officer or the Master if they suspect or have evidence of a fellow seafarer's intoxication.

Date: 09/01/2023

General Manager

