



QMA02.13 DRUG, ALCOHOL AND SMOKING POLICY

Scope

The drug and alcohol policy applies for all employees of Rederi AB Älvtank as well as for visitors on board as relatives to crew members, contractors etc..

Purpose

There shall be no uncertainty as regards the Company's view of drug and alcohol use. Requirements according to OCIMF (Oil Companies International Forum) and Exxon shall be fulfilled in all parts.

Strategies

All new employees shall be informed of the Company's drug and alcohol policy by the Company's personnel department.

New employees shall familiarise themselves with the Company's drug and alcohol policy and sign a binding agreement which confirms the acceptance of the content of all part of the policy prior to signing on ship/entering the position.

Responsibility

The Managing Director has the overall responsibility for the establishment of the drug and alcohol policy as well as ensuring that employees are familiar with it and adhere to it in all parts. Onboard the ship, the Master has the ultimate responsibility for ensuring that the policy is followed. Every manager and every employee is responsible for adhering to the requirements of the drug and alcohol policy.

Under the influence of alcohol during working hours

Being under the influence of alcohol during working hours is forbidden. Under the influence of alcohol means that alcohol can be traced in the blood, which means that this is a zero percent requirement. In this context, working hours for employees on board are all hours on board in the framework of the relief schedule. Working hours for employees in the office are defined as the time during which work duties are carried out or the time outside normal working hours during which the employee represents the Company.

Drugs

Use of drugs is forbidden with the exception of such drugs as have been prescribed by a physician for medical use to be taken according to the physician's orders.

The possession, sale or the use of illicit drugs is prohibited in the Company's vessels.

If any offence against the above the Company will take legal steps.



Tests

Tests and controls will be carried out to supervise adherence to the Company's requirements according to the policy as well as the requirements of OCIMF and EXXON.

- Frequency of alcotest should be at least one per month.
- Frequency of drug test should be at least one per year.

Smoking

Mechanical lighters are strictly prohibited, only safety matches are permitted on board. Ashtrays in use must be of the covered type where the cigarette extinguish it selves.

Smoking is only permitted in designated smoking area, located outside crew dayroom. When smoking area have been designated, following points shall be considered as per Swedish Work Environment Authority tobacco act from 1 July 1993.

- Employees, terminal workers as well as all other people visiting the vessel shall not unwillingly be exposed to tobacco smoke in their workplace.
- Spaces that are shared by several individuals should be completely smoke-free to ensure that no one are exposed to tobacco smoke against their will.
- Designated smoking area must have sufficient and separate ventilation.



COMPANY DRUG AND ALCOHOL POLICY

1. The Company advocates total abstinence on board and during travel to and from the vessel for reasons of safety.
2. Use of drugs is not permitted with the exception of substances prescribed by a physician for medicinal purposes to be taken according to the orders of the physician.
3. The Company reserves the right to take random tests for alcohol and drugs among employees on board at least once a year in addition to regular medical examinations.
4. The Company does not allow sales, purchase or ownership of alcoholic beverages on board the vessel. Ownership of drugs is not permitted, other than that stated in point 2 above.

STATEMENT OF OBLIGATION

I have read the Company's drug and alcohol requirements that apply during my employment.

I hereby commit myself to voluntarily take the tests required by the Company in order to fulfil the demands of OCIMF and EXXON.

These requirements are valid as of 1 April 1990.

I am aware that I will be tested for drug and alcohol use in the regular medical examination. I also understand that random tests will be carried out on board on an annual basis in the form of breath tests with an Alco-sensor and urine samples, to establish any eventual alcohol or drug use.

Port:

Date:

Signature:

Position:

Name in block letters