



## OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

### COMPANY'S POLICIES AND MANAGEMENT COMMITMENT 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. Any seafarer found to be under influence of drugs or alcohol shall be immediately released from duty. Following this Policy, ALPHA GAS 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.*
  - *Have a positive trace in any drug random testing sample or a blood alcohol content equal to or greater than 40mg/100ml.*
- *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.*
- *Equipment for alcohol test is available onboard all Company ships.*

*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.*

*Any crewmember found involved in any drug or alcohol impairment related activity will be discharged at the first port of call and his/her future employment with the Company will be cancelled. Depending on the nature of involvement Authorities may be notified and/or legal prosecution may be initiated.*

*Date: 18/02/2025*

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