



## DRUGS AND ALCOHOL POLICY

We, the management of SEA MAX Ship Management LLC are committed to a safe, healthy, and productive working environment for all employees (both shore-based and aboard company vessels).

So, SEA MAX have a ZERO tolerance Policy on drugs and alcohol, i.e., **Zero drugs and alcohol**.

SEA MAX strictly prohibits the consumption or being under the influence of intoxicating drugs and alcohol which would impair the performance of work and pose a serious threat to the Health, Safety and Environment to our business operations.

SEA MAX wishes to ensure that each employee is personally responsible not only to themselves but also to others and the Company in eliminating the usage of drug and alcohol across our whole business location. To ensure full compliance to our Policy on elimination of alcohol and drug abuse, the following measures are being implemented:

- Prior to employment with the company, prospective employees are to undergo pre-employment medical screening for drugs and alcohol.
- Continuously promote working environment with zero tolerance to abuse of drugs and alcohol.
- Total prohibition of possession, distribution or sales of drugs or alcohol at all work locations.
- Random test on drugs and alcohol in situation, where drugs or alcohol abuse is suspected.
- Conducting comprehensive investigation after occurrence of an incident or accident, whereby the possibility of alcohol or drugs might have been a contributing factor.
- Periodic or random testing of employees conducted as demanded by client.
- Conduct lawful searches for alcohol and drug at any work area or location.
- Take disciplinary actions on employees if found to be in possession or under the influence of drugs and alcohol and are subjected to that includes immediate termination of employment from the Company.

At no time will the Master or any officer, petty officer or rating aboard company vessels be allowed to perform assigned duty after consumption of alcohol.

  
Sudarsan Choudhury  
Director



Doc-No: SEA MAX QHSSE PY-02  
Rev:01, 09.05.2022