

UNITIZED OCEAN TRANSPORT LIMITED (UOT) is committed to a safe, healthy and productive working environment for all employees (both shore based and onboard company vessels) and prevent illegal drugs and alcohol trafficking.

To fulfill its objectives, the Company has established and maintains the following principals:

- Misuse of legitimate drugs or the use, possession, distribution or sale of unlawful or un-prescribed drugs on company vessels and in its premises is forbidden and constitute grounds for employment termination.
- The accumulation, distribution or sale of alcoholic beverages on company premises and vessels is not allowed.
- Termination of contract of employment of any person found unfit for work due to the use of drugs or alcohol.
- Termination of contract of employment of any person found in possession of illegal drugs or substances.
- Conduct of pre-employment drugs and alcohol tests
- Conduct of unannounced searches and tests for drugs and/or alcohol.
- Co-operation with local authorities to prevent trafficking and/or use of illegal drugs and/or alcohol.
- No seafarer may stand a watch or perform any scheduled duties within four (4) hours of consuming any alcohol.
- Any personnel like Duty Engineers or other staff who are periodically nominated to be on “standby” for work are considered to be “on duty” and will abstain from drinking alcohol for the duration of their standby period.
- At no time shall the Master or any officer, petty officer or rating onboard be allowed to perform assigned duty under the effect of alcohol.
- Conduct Drug and alcohol testing on board the vessel in the event of collision, grounding, pollution incident etc.
- Alcohol impairment level is defined as **40mg/100ml** content in blood.

While the above-mentioned Drug and Alcohol policy specifically refers to drugs and alcohol, it is intended to be applicable to all forms of substance abuse.