



DRUG & ALCOHOL POLICY

We shall strive to maintain a safe and healthy working environment free from the unauthorised use of drugs and alcohol. This Drug and alcohol policy of the Company shall be always adhered to, whether in port or at sea. The Company considers any issue pertaining to abuse of drug and alcohol as a serious offence onboard.

This policy is applicable to the following Synergy personnel:

- i. Seafarers onboard
- ii. Supernumerary onboard
- iii. Office staff visiting the vessel
- iv. Contractor visiting the vessel

Non-compliance to this policy by any officer or rating shall result in disciplinary action against the individual which may include dismissal.

CONSUMPTION OF DRUGS

The possession of illegal drugs, or the use, distribution, or sale of unlawful or unprescribed substances is strictly prohibited onboard. Violators shall be subjected to strict disciplinary action as per the Company's SMS procedures.

ALCOHOL ABSTINENCE

Synergy personnel must remain fully sober during duty hours with a blood alcohol concentration (BAC) 0.00% for the entire period.

- Alcohol is NOT to be consumed:
 - i. While on Duty, on Standby, within 4 hours of performing any scheduled duties or commencement of standby periods.
 - ii. By Duty Engineers and ratings assigned on UMS duty/watch.
 - iii. At sea during conditions of reduced visibility, heavy traffic, heavy weather, or any other hazardous conditions.
 - iv. During the 12 hours before arrival at port and while the vessel is in port.
 - v. In any coastal or confined waters.
 - vi. In cabin and work areas (e.g., Deck/Wheelhouse/Cargo Control Room/Engine Room).

CONSUMPTION OF ALCOHOL

Alcohol consumption is permitted provided Blood Alcohol Concentration (BAC) for individuals must always remain less than 40 mg/100 millilitres of blood (0.04% BAC). BAC equal to and greater than 0.04% will be considered alcohol impairment. Owner-specific stringent alcohol regulation supersedes the Company's maximum allowable BAC requirement.

- All persons are required to always ensure that their Blood Alcohol Content (BAC) remains less than the allowed BAC limit:
 - i. When joining a vessel,
 - ii. During Shore Leave,
 - iii. When returning from Shore Leave, and
 - iv. In the Shipyard.
- Additionally, Coastal State alcohol consumption regulations, if more stringent than the regulations as mentioned in this section, shall be adhered to.

CONTROL OF ALCOHOL

- Alcohol intended for consumption onboard must be distributed from the slop chest in adherence to established rules.
- Ship staff are prohibited from purchasing, ordering, or bringing any alcoholic beverage or food having alcohol content from outside the ship.
- Brewing alcohol onboard a ship is prohibited.
- Alcohol purchased on board must not be taken ashore.

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