



ADSO MARINE

ADSO LLC, P.O Box 746, Villa No-63. Al Nasr Street, Khalidiyah,
Abudhabi, UAE, PH: 02-6673775, FAX: 02-6673778

Drugs and Alcohol Policy

ADSO as a core business value is committed to creating a future free of accidents and injuries in the Division and Sites. The effective management of drugs and alcohol abuse is an integral part of this. It is the policy of ADSO:

- To eliminate the use and possession of all restricted and banned substances on its vessels.
- To ensure that ship staffs can respond to emergency or carry out their assigned duties and are not impaired by the effects of drugs and alcohol.
- To preclude the possibility of any of its vessels or seafarers being detained by a recognized authority on suspicion or for contravention of any laws or restrictions relating to drugs and alcohol.
- To comply with the foregoing objectives and where the Flag Administration does not permit carriage (in ship Bonded Stores) and/or consumption of alcohol on board, the regulation shall be fully complied. In cases where the carriage and/or consumption is not forbidden by the Flag Administration and/or by the Company, the following shall be observed:
 1. No member of the ship staff shall be allowed to perform watch keeping duties or undertake any critical operation until they are no longer impaired (by the Drug and Alcohol abuse) in their ability to perform those duties.
 2. No Officer or Rating is allowed to consume any alcohol including beer, at sea, in port or ashore within four (4) hours prior to performing watch keeping duties or undertaking any critical operation.
 3. Ship's Bonded Locker shall be closed at least four (4) hours prior to arrival at the port and comply with the local regulations of the port whichever more stringent.
 4. No Officer or Rating shall be allowed to bring on board any liquor, including beer as personal stock, without obtaining the Master's permission.
 5. The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or unprescribed drugs on board ship is prohibited.
 6. Any use of controlled substance which causes or contributes to unacceptable job performance or unusual behavior on board is prohibited.
 7. No one is allowed to bring on board-controlled substances including but not limited to, marijuana, cocaine, opiates, barbiturates, phencyclidine (PCP) or amphetamines.
 8. Wherever on board the carriage of Alcohol is permitted, the Master shall control the issue of such items to the members of the ship staff as deemed necessary for maintaining discipline, keeping in view the individual drinking pattern/ habit and the Company's Drug and Alcohol Policy.
 9. Drinking wherever permitted shall be in moderation so that everyone on board is able to respond at any time to an emergency.
 10. Any violation of the Company's Drug and Alcohol Policy shall be dealt with by the Master in consultation with the Company.
 11. In ports where alcohol is not permitted, the Master shall comply with the same and in doing so, he shall ensure that all broached and/or on broached alcohol are kept in the Bond Locker prior to arrival such port.
 12. To ensure implementation and effectiveness of Drug and Alcohol Policy on board, the Company may at any time order:



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- Testing and vetting for indications of Drug and Alcohol Abuse at the time of engagement or during periodical Medical Fitness Examination or at any other time during the period of service as decided by the Company or the Charterer.
 - Random checks of personnel on board through any shore-based firm to check for Drug and Alcohol Abuse. An alcohol density in the blood stream more than 0.04 shall disqualify an Officer/ Rating from keeping watch.
13. Whenever any tests are carried out for 'Drug and Alcohol Abuse', the Company shall monitor and evaluate such test results and maintain record of the same. The testing for alcohol abuse may be done using an alcoholmeter (breath test) or through Blood Test (conducted by approved firm or medical practitioner). The testing on board shall only be done while the Officer and/or Rating are on duty. However, regulations in the port state control may require other kinds of testing of all crew members at any time.

Marine Manager /DPA