

To: All Vessels, Crewing Agents, Technical
From: Crewing
CC: Crewing, Management,
Date: 31/01/2007
Subject: Drug & Alcohol Policy

All Masters Officers & crew are reminded that the world wide attitude against the Abuse of Drugs & Alcohol is growing stronger & that the Shipping Industry is taking tougher action against those who do not follow sensible practice and clear company instructions.

In further support of the Company Policy, non-Tolerance of Drug & Alcohol Abuse, Owners, Operators as well as Scott Shipping Management Ltd. as Crew Managers have decided to outfit all vessels with approved Alcohol test equipment for each vessel.

The Alcohol test equipment will be available for Master's to use to test crew members suspected of Alcohol abuse for periods of duty. Also, officers will automatically be authorized, to use equipment, to test the vessel's Master should he be suspected of Alcohol abuse at the time of duty.

Introduction of the above tests is already permitted under the Company Policy & Terms and Conditions of individual Crew Contracts, and all crew will be required to submit to test without question.

Result of test showing levels above prescribed maximum limits will lead to disciplinary action. Failure to provide sample or refusal to take alcohol test when requested will be seen as admission of abuse of Alcohol & or drugs and respective crew member liable to disciplinary action.

All Masters, Officers and Crew are also reminded that Port State Control Authorities may impose additional testing in case of suspected abuse or following accidents. Where result exceeds the Port State permitted levels, Ship's Staff may be liable to prosecution, for which consequences in some cases lead to Prison Sentence and/or fines, which is observed as a more and more common practice.

Several port states have declared further "0" Alcohol levels for crews on special vessels like tankers, passenger vessels and others, whilst sailing within territorial waters. Charterers also may in association with Owners through terms of the charter, may impose additional restrictions and requirements for

Following regular and frequent alcohol-testing procedure herewith declared by company as permanent affective:

1. Beginning of each watch >> BOTH << the reliever and the officer/master to be relieved must undertake at test with said equipment in front of each other.
2. The master must undertake always a test in front of duty officer prior he is overtaking command starting with
 - a) end of sea voyage

- b) prior every departure
- 3. The Ch.Eng. to be tested in front of master/officer
 - a) prior every departure
 - b) prior every end of sea voyage
 - c) on every request by master between
- 4. Other crewmembers undergoing sea watch on request of master if decided to be necessary.

Every undertaken test to be recorded into vessels logbook

Further on Owner's have signed an agreement with external world wide active service provider for random testing for drug & alcohol abuse on individual request if seems to be necessary and in cases above procedures are not followed. Vessels will be visited without prior notification by the service provider to take samples for analysis.

If those (very costly) tests found be positive, beside immediate company action also the costs to be born by the positive tested crewmember.

Please ensure that all crew joining our managed vessels clearly understand that the random drug & Alcohol testing will be in operation & that the No Tolerance Policy of Drug & Alcohol Abuse will be maintained. Anyone showing result above maximum permitted limits will be dismissed.

Further on herewith reminded that any installation of a TV on the bridge is strictly forbidden.

The navigators watch alarm to be always kept in active position from 08-00 PM until 06-00 AM

Additionally all crew will now be required to complete & sign the following Annex to Contract of Employment when being engaged for any future contract as attached.

Annex 1 to Contract of Employment

I, _____, having signed the Contract of Employment with _____ (hereafter referred to as the Company), for a position of _____ onboard MV _____.

I hereby affirm that I am familiarised with code of conduct aboard the vessel including policy of the Company towards drugs and alcohol, am also familiarised with random drug and alcohol tests which could be conducted by Officers or Company representatives on board a ship. I acknowledge that in case of positive reading or refusing to take the test I will be dismissed immediately and will pay all repatriation expenses. I confirm that in a case of incompetence, breach by me the above mentioned provisions I will bear the whole responsibility for my actions including material responsibility, and I will make no claims neither on the Company, nor on local Crewing Agency _____.

Date _____ Signature _____ of _____ the seafarer _____

Signature of the crewing agent _____
