

<b>TOBA SHIP MANAGEMENT CO LTD.</b>	<b>INTEGRATED MANAGEMENT SYSTEM MANUAL</b>		Issue No.: 02
	Chapter 02	<b>COMPANY'S POLICIES AND MANAGEMENT COMMITMENT APPENDIX V: DRUG AND ALCOHOL POLICY</b>	Issue Date: 01/04/2010 Rev. No.: 04 Rev. Date: 06/12/2021 Page: 1 of 1

### ***Drug and Alcohol Policy***

*It is the Company's Policy that no seafarer navigates the ship or operates its equipment while impaired by drugs or alcohol or mind-altering substances or where there is any risk of such impairment. Following this Policy, **TOBA SHIP MANAGEMENT CO LTD.**:*

- *Bans:*
  - *All alcoholic beverages from its managed ships*
  - *Any form of drugs, excluding prescribed drugs, as well as the misuse of legitimate drugs*
- *Implements random testing of all crew for banned substances and alcohol.*
- *Controls the use of all medical supplies onboard the managed ships.*
- *Dismisses and imposes penalties, as per national and international regulations, to anybody who:*
  - *Uses alcohol or banned substances onboard the ship.*
  - *Possesses alcohol or banned substances.*
  - *Participates in bringing alcohol or banned substances onboard.*
  - *Has a positive trace in any random testing sample, unless the Master is informed in advance and provides authorization for use.*
- *Will take all disciplinary actions, including dismissal, against anybody consuming alcohol, while ashore, for at least 4 hours before scheduled watchkeeping duties or work period.*
- *Requires all recruits to take a Drug and Alcohol test before their embarkation.*

*All seafarers understand that it is their duty and benefit to report immediately to the appropriate Officer or the Master if they suspect or have evidence of a fellow seafarer's intoxication.*

*Date: 06/12/2021*

**General Manager**

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