



DRUG AND ALCOHOL ABUSE POLICY

Lamnalco Group is committed to a safe, healthy and productive work place for all employees.

Therefore, for the protection of the individual and their fellow employees, the following measures have been agreed and may result in the summary dismissal of employee/employees concerned:-

- The misuse of legitimate drugs, the possession, distribution, sale of illicit or controlled drugs on Lamnalco business premises or Lamnalco vessels.
- Possession, use, distribution or sale of alcoholic beverages on Lamnalco business premises or upon Lamnalco vessels.
- Being unfit for work resulting from the use of drugs or the taking of alcohol.
- Testing positively for prohibited drugs or alcohol.
- Failure to reasonably accede to a request for random alcohol or drugs testing.

Any person taking medication prescribed by a doctor, which may impair their performance or ability to operate machinery, must advise the Master or their Line Manager as appropriate.

Senior Management may require any employee, sea or shore based to submit to a random alcohol and/or drugs test when required.

Senior Management may initiate random searches for drugs and/or alcohol on Lamnalco business premises and on Lamnalco vessels.

This Policy is applicable to all Employees, Sub-Contractors, Pilots, Passengers, Visitors, Vendor personnel within or onboard Lamnalco property. Non-Lamnalco employees will be requested to leave the Lamnalco property and will be reported to their parent company.

Daan Koornneef
Managing Director

Date: 18th January 2009