

# The Drug and Alcohol Policy

2026.01.01

1. The Company's Drug and Alcohol Policy applies to all persons on board the managed vessel, including crew members and visitors, and complies with all regulations set forth in Oil Companies International Marine Forum(OCIMF)'s 'Guidelines for the control of drugs and alcohol onboard ship' and the U.S. 'Anti-Drug Abuse Act(1986)'.
2. The final responsibility rests with the Master to control the use of alcohol onboard ship.
3. The use, possession or sale of non-prescriptive drugs by anyone is strictly prohibited. The sale and consumption of alcoholic beverages on company vessels is subject to restrictions and controls. Violation of this Drug and Alcohol Policy will result in dismissal. The master shall strictly control the introduction of drugs and alcohol on board the vessel, ensuring that no substances are brought on board without the master's permission. This includes preventing access by small craft that are not authorized by the master.
4. While onboard a vessel, the Master, Officer or rating, as described herein as an employee or servant of the Company and Pilot, visitors are;
  - 1) Never to exceed 0.03% of Blood Alcohol Content (BAC).
  - 2) Never to allow Officer or rating to stand any scheduled duties onboard if their BAC is more than 0.00%.
  - 3) Must be able to respond to an emergency situation at any time.
  - 4) Not permitted to consume alcohol 24 hours prior to arrival in port or during port stay or while in U.S. territorial waters (12 Nautical Miles).
  - 5) Not permitted to consume alcohol in any coastal waters or at any time subject to the Master's discretion.
  - 6) Not permitted to consume any alcohol while on duty or during the work.
  - 7) Not to perform or attempt to perform any scheduled duties within 4 hours of consuming any alcohol or while intoxicated.
  - 8) Not permitted to purchase alcohol while ashore with the intent of bringing it on board the vessel for consumption.
5. 24 hours prior to arrival in port or during port stay or while in U.S. territorial waters(12 Nautical Miles), the master collects all alcoholic beverages individually owned by crews in the bond warehouse.
6. When providing alcoholic beverages to crews individually, the master collects empty liquor containers and manage them so that each individual does not have more than 1 day's supply or 3 units.
7. Upon returning to the ship after landing crews, the master conducts a alcohol tester with the alcohol tester owned by the ship to confirm that the maximum blood alcohol level does not exceed 0.03%.
8. No sprits/alcohol beverages(including Soju) stronger than 15% will be allowed onboard. Only beer and table wine(excluding rice wine) within this limit may be consumed, however strictly observing the OCIMF and USCG regulation.
9. When permitted by Master, the consumption of alcohol onboard vessels will normally be allowed in the mess room or in recreation rooms. The consumption of alcohol in cabins by individual crewmembers on their own is prohibited.
10. Any person found to have an alcohol problem will not be employed aboard the Company's managed ships.
11. Any Officer or crew member who has reason to believe that the Master or Chief Engineer is violating the Company's Drug and Alcohol Policy, shall report the incident to their department head or Senior Officer, who in turn, will report the facts to the Fleet Superintendent or DPA.

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Chief Executive Officer  
POS SM Co., Ltd