

## Drug and Alcohol Policy

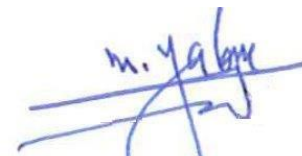
The following instructions shall be strictly complied by all Officers, crew and any personal on board ZMI vessels and in the Company's sites ashore:

- The use or possession of alcohol is totally prohibited on board Company vessels and in any of the Company's shore work sites, including offices.
- Unlawful possession, consumption, distribution or sale of drugs by any Company employee warrants instant dismissal and will render the person liable for legal action.
- Any form of drug, with the exception of prescribed drugs, is consequently totally banned on board Company vessels.
- Personnel on prescribed drugs must inform the Master upon joining or upon prescription during service on board.
- If the Master is on a prescribed drug, he will declare this to the Company prior to joining the vessel, or upon prescription during the period of service on board.

It is the Master's responsibility to ensure the effective implementation of this policy on board.

This responsibility will be supported by a system of random alcohol testing, whereby respective MSIs carry out random tests either on specific individuals or on full crews. Results will be formally recorded.

Shore staff will be tested on a random basis by the HR Manager, as considered appropriate.



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Musadq Al Yacoub  
General Manager  
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