

The Drug and Alcohol policy will apply to all personnel on board the Pacific Basin Shipping (HK) Ltd, fleet. Violation of this policy will warrant immediate dismissal and/or legal action.

- All seafarers will be required to undergo Drug & Alcohol testing either prior to joining or as soon as possible thereafter. They may also be tested randomly during service on board by the Company or by the authorities.
- The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or non prescription drugs is strictly prohibited. Full co-operation will be given to public authorities in the criminal prosecution of anyone using, possessing or smuggling illegal drugs or drugs paraphernalia on board the ship. Seafarer on prescribed drugs must declare this fact to the Master and the Company upon joining the ship or upon prescription if prescribed during the period of service onboard.
- The following restrictions apply for consumption of alcoholic beverages. Alcoholic drinks containing more than **16%** alcohol by volume shall not be consumed by the seafarers during their service on the Company's fleet.

Seafarers in service (on board or on shore leave) **shall not** consume alcoholic drinks;

- at least **4 hours** prior to any scheduled watch keeping or work period.
 - 24 hours** prior to entering or operating in the territorial waters of United States, Canada and European Union. This ruling will remain in effect until the ship clears these countries.
 - more than 2.5 units of alcohol as per the table* below or have a Blood Alcohol Concentration (BAC) of >0.040% (40 mg/100ml blood) at any time resulting in impairing their efficiency or judgment.
The BAC level of impairment for all people is estimated to be 40 milligrams/ 100 millilitres of blood which is equivalent to 40 milligrams/210 litres of breath. BAC is approximately 2100 times the breath alcohol concentration (BRAC). This means that 2,100 millilitres of deep lung air will contain the same amount of alcohol as one millilitre of blood.
 - and shall not commence scheduled duties with a blood alcohol concentration (BAC) **>0.025%**.
 - and shall not navigate a ship or operate its onboard equipment whilst impaired by drugs or alcohol.
- Any Seafarer reporting work or for watch keeping and appearing to be under the influence of alcohol must undergo BAC test and shall not commence work or take over watch. Master shall be informed.
 - Record of the distribution of alcoholic drinks will be maintained on board. Alcohol issued to a person will be assumed to be consumed by that individual. The Master is authorised to impose any restrictions and to stop issue of alcohol to any seafarer, if necessary.
 - In the case of managed ships, where an Owners' policy differs from the Company's requirements, the stricter of the two shall apply. When ship is within port limits, all crew must strictly abide by the applicable local laws.
 - It is strictly forbidden for any seafarer to bring alcoholic beverages and drugs on board. The consumption of controlled alcoholic beverages should, as far as possible, be confined to mess rooms/recreation rooms.
 - All Company officials, supernumeraries and visitors on board the ship, are subject to the same policy restriction, unless specifically authorized by the Company. Alcohol in excess of **16%** is prohibited on board and may be carried only with the written permission of the Company for consumption of Company's guests or otherwise as specified.
 - Any person who is attending on board a ship to assist in the navigation, carry out repairs, or maintenance, or for any other ship's business must not be allowed to carry out their respective duties if they appear to be impaired through drugs or alcohol.
 - If any seafarer is concerned about the requirements of the Company's Drug and Alcohol Policy, he/she should immediately notify the Company through the Master or the appropriate manning agent, especially if he/she feels that he/she has a problem in complying with the requirements laid down.
 - Drug trafficking and smuggling including selling bonded stores on board is a serious criminal offence and will be dealt with in accordance with the law and will result in dismissal without notice.

***Approximate Alcohol Unit Conversions:**

Never consume >2.5 units of alcohol at any time on board or during shore leave. No alcohol 4 hrs prior watch				
Alcohol	Carriage on board	Alcohol Content by Vol.	Volume	Units
Beer and Lagers Extra Strength	Permitted	> 4 % < 6 % Alcohol	10 oz./ 30 cl.	2.5
Beer and Lagers: Ordinary Strength		> 1 % < 4 % Alcohol	10 oz./ 30 cl.	1
Beer and Lagers: Low Alcohol		> 0.05 % < 1 % Alcohol	10 oz / 30 cl.	0.5
Table Wines, Others		> 6 % < 12 % Alcohol	10 cl 1 ltr Bottle	1 10
Sherry, Fortified Wines, Others		> 12 % < 16 % Alcohol	6 cl 1 ltr Bottle	1 16
Any other Low Alcohol Beverage		> 0.05 % < 1.0% Alcohol	10 oz /30 cl	0.5
Spirits, Liquor, Liqueurs, Others		Prohibited	> 16 % < 40 % Alcohol	1 oz /3 cl
No alcohol 24 hours prior to entering or operating in waters of United States, Canada and European Union				