

APPENDIX E - DRUGS & ALCOHOL POLICY

Drugs and alcohol affect the whole operation in which a member is called to participate. Company has a very strict policy against the use of drug and alcohol and actually has a "zero tolerance" policy.

There are three cases for checking the above. The first is a mandatory pre-employment check, which is renewed every six (6) months, the second one is a random / without notice check either on board or at shore and the last one is a drug & alcohol check which is requested by certain shipping companies prior embarkation.

Random checks are conducted on board vessels either by Master's / Shipping Company's decision or can be executed upon decision taken by the Management in the office. Company's personnel is advised to take such tests. While PCASP is on assignment on board, random announced tests may be initiated by the Team Leader to be carried out to all team members upon approval / instructions given by office Management. In such cases, the team may use on board vessel's equipment and results to be forwarded within an hour to Head office.

Certain shipping companies / Master may request for a D&A test while PCASP is on board. The security team is treated as crew and is under the authority of the Master. Therefore, in case Master gives such instruction, the team should follow and respect his will.

The pre-deployment tests are carried out via one the following three certified specific Diagnostic center in Greece or via approved diagnostic center at the origins of the PCASPs:

- ELSSI LTD, based in Piraeus.
- BCARE HEALTH AND SAFETY MARITIME SERVICES S.A, based in Piraeus.
- IPPOKRATES, General Clinic, based in Piraeus.

Then the sample is sent either to MEDTOX LABS/USA or to Toxicology IB-Clinical ref labs/USA and the result is received within 3 to 4 working days.

Company applies a mandatory pre-employment drug and alcohol test through the pre-mentioned diagnostic centers, using the following procedure every time:

- a. Delivers an e-mail to the diagnostic center by notifying the names of the personnel which are going to give samples.
- b. The above personnel gives a sample, which is proved to belong to the certain person through a system measuring the sample's temperature, avoiding thus any deception.
- c. Results are delivered to Company within 2-3 days.
- d. Any positive result is a reason for dismissing the person.

Regarding the drug control, the following substances are checked:

Amphetamines	Barbiturates
Benzodiazepines	Cocaine
Methadone	Methaqualone
Opiates	Phencyclidine
Propoxyphene	Marijuana

Ethanol

Ecstasy

CUT-OFF levels are shown below on ELSSI's test

NO	DRUG	SCREENING	CONFIRMATION
1	ALCOHOL	0.040 GM/DL	0.040 GM/DL
2	AMPHETAMINES a. Methamphetamines b. MDA c. MDEA	500 NG/ML	250 NG/ML 250 NG/ML 250 NG/ML
3	ECSTASY (MDMA)	500 NG/ML	250 NG/ML
4	BARBITURATES	300 NG/ML	200 NG/ML
5	BENZODIAZEPINES	300 NG/ML	200 NG/ML
6	COCAINE	150 NG/ML	100 NG/ML
7	OPIATES a. Codeine b. Heroin c. Morphine	300 NG/ML 10 NG/ML	300 NG/ML 10 NG/ML 300 NG/ML
8	PHENCYCLIDINE	25 NG/ML	25 NG/ML
9	MARIJUANA	50 NG/ML	15 NG/ML
10	METHADONE	300 NG/ML	200 NG/ML
11	METHAQUALONE	300 NG/ML	200 NG/ML
12	PROPOXYPHENE	300 NG/ML	200 NG/ML

The Company recognizes the negative effect from the use of narcotic substances and alcohol on guards aboard ships, and the Company is determined to ensure that services aboard a ship shall not be affected by the use of narcotic substances and alcohol.

Alcohol

- It is prohibited to possess alcohol aboard ships.
- It is prohibited to consume alcohol 24 hours before embarking on a ship.
- It is prohibited to consume alcohol while at sea even if the Captain allows its crew members to do so.
- Alcohol intoxication is defined as the existence of alcohol in the blood, with a content higher than 0,04 (meaning that alcohol levels in the blood is equal or more than 40 mg/100 mg).

Narcotics/ Drugs

- It is strictly forbidden to carry, use, transport or sell narcotic substances and drugs that haven't been medically prescribed.
- Any drugs transported aboard the ship for medical treatment purposes shall be declared to the Captain immediately after embarking on the ship.

Alcohol and narcotic substances tests

- There are two procedures of tests taken without prior warning. One procedure consists of unannounced alcohol and narcotic substances tests which shall be carried out in a DMS-authorized specific medical laboratory (at any given moment). The other procedure consists of tests carried out aboard the ship under the Captain's control. The PCASP is obliged to comply with any of these two unannounced tests (either onshore, or on board the ship).
- Any refusal of the PCASP to undergo the tests described above, either onshore or aboard the ship, shall result to the immediate termination of the agreement.



DIAPLOUS MARITIME SERVICES

Procedure
IMP-01

INTEGRATED MANAGEMENT SYSTEM MANUAL
COMPANY ORGANOGRAM & POLICIES

Effective Date
Nov 2020

- In the event that any alcohol or narcotic substances tests come back positive, then this shall result to the automatic termination of the agreement.

Date:
Nov 2020

Position:
Director

Name:
K. Papaioannou

Signature:

