

APPENDIX E - DRUGS & ALCOHOL POLICY

Diaploous Land Service has a zero-tolerance policy against the use of drug and alcohol towards all employees , contractors and other interested party. Drugs and alcohol affect the whole operation in which a member is called to participate, and thus any noncompliance with this policy shall result to the immediate termination of the agreement.

In order to confirm the compliance to this policy the company has created an internal mechanism.

- A mandatory pre-employment check, which is renewed every six (6) months
- A random without notice screening and check.

Random checks can be executed upon decision taken by the Management in the office. Company’s personnel are advised to take such tests. While security personnel are on assignment, 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.

The pre-employment 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 security personnel:

- 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 give 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 and is determined to ensure that services shall not be affected by the use of narcotic substances and alcohol.

Alcohol

- It is prohibited to possess alcohol during shift.
- It is prohibited to consume alcohol 24 hours before the shift.
- 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.

Alcohol and narcotic substances tests

- There is a procedure of tests taken without warning. The procedure consists of unannounced alcohol and narcotic substances tests which shall be carried out in an authorized specific medical laboratory (at any given moment).
- Any refusal of the security personnel to undergo the tests described above, shall result to the immediate termination of the agreement.
- 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: March 2021	Position: General manager	Name: A.Galatis	Signature:
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