



DRUGS & ALCOHOL POLICY

NLNG Shipping and Marine Services Ltd recognizes the threat of injury to health and impairment of performance at work as a result of the use of illicit drugs and alcohol and aims to minimize or eliminate the risk to health, safety, and environment. All employees and contractor personnel are required to adhere to this policy objective.

Policy Statement

The following are strictly prohibited:

- The use, possession, distribution or sales of alcohol and all illegal and controlled substances on Company managed ships or during Company business hours.
- For an employee to be under the influence of illicit drugs or alcohol while at work.
- Driving of Company owned or contracted vehicles under the influence of alcohol, drugs or other such substances.

Policy Implementation

In implementing this policy the following guidelines shall apply:

- Alcohol or drug dependence is treatable. Employees with known dependence who seek medical/Company advice and assistance shall not be penalised although alternative work may be considered.
- Alcohol must not be purchased, issued or consumed by any person whilst onboard the managed vessel. When onboard the vessel, an individual's blood alcohol content (BAC) must not exceed 0 mg per 100 ml at anytime or exceed 40mg per 100ml when boarding from shore.
- If at any time illegal drugs are found onboard the vessel, the Master must inform the Managing Office. On receipt of information from the Master, the Managing Office shall provide guidance on how to proceed.
- Supernumeraries, riding squads and visitors are subject to and shall comply with this Policy and the requirements herein.
- Additional or more stringent requirements must be complied with whenever local legislation so demand.
- The Company reserves the right to test prospective employees, contractors and sub-contractor personnel for use of alcohol and illicit drugs.
- Testing for drugs shall be in accordance with recognized international standards of health and hygiene, using methods that minimize intrusion e.g. saliva testing for alcohol and urine for drugs and alcohol of abuse.
- Education and Training - The Company shall put in place an education and training programme designed to create awareness that shall be preventative in approach.
- Treatment and Rehabilitation - This shall be handled in similar manner as other illness and normal company policy on sickness benefits shall apply.

Searches and Techniques

- Unannounced searches for drugs and alcohol shall be carried out on the vessel and Company location at the discretion of Management.
- Accurate and well-calibrated saliva test and urine sample collection kits shall be provided on all managed vessels.

Disciplinary Measures

- An employee or contractor personnel who tests positive to Drug and Alcohol test shall be removed from the vessel immediately.
- Other disciplinary measures, including termination of appointment, shall apply in the following circumstances:
 - The distribution and sale of all illegal and controlled substances.
 - Failure to comply with appropriate rehabilitation measures.
 - Conviction for violating any Federal or State criminal drug statute, Decree or Edict, or any foreign Government's drug laws while on company business or courses.

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MD/CEO

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