



DRUG AND ALCOHOL POLICY

Surya Nautika Sdn Bhd.'s (SNSB's) drug and Alcohol policy is intended to promote a healthy working environment. All company's managed vessels are declared as "Dry" ships. Therefore possession, consumption, distribution, or being under the influence of alcohol or illegal drugs in any form is strictly prohibited onboard vessels. The company has a policy of zero tolerance for illicit drug and alcohol use or the use of medical prescription with safety implication.

The company will co-operate with the authorities for prevention of narcotic smuggling. The company will offer assistance and advice in preventing their vessel, facilities and services from being used for concealment.

The policy is to be strictly adhered with all times by all Ship's crew, all SNSB's employee, contractors, sub-contractors and any personnel boarding the vessel.

Failure to comply with this policy can be subjected for immediate termination of service and removal from SNSB's vessels or premises.