

**Drug and Alcohol Regulation  
in TSM and aboard ships managed by TSM**

The Company is committed to maintaining a safe and healthy workplace free from the influence of drugs and unauthorized use of alcohol.

The use, possession, distribution, manufacture, dispensing, transferring, purchase, sale, or being under the influence of any illegal substance by any person while on Company locations or while engaged in Company business is prohibited.

Any other use of a substance which causes or contributes to unacceptable job performance or unusual job behavior is also prohibited. Any employee who brings, possesses, manufactures, dispenses, is under the influence of, uses, transfers, purchases, sells, or attempts to sell on Company property or while on Company business, at any time, any form of narcotic, drug, or hallucinogen, is subject to immediate dismissal. Any other person violating this policy will be removed from Company premises.

The unauthorized use, possession, distribution, purchase, or sale of alcohol by any person while on Company premises is prohibited.

Any person under the influence of alcohol is prohibited from entering Company premises or engaging in Company business. Employees who violate this policy are subject to immediate dismissal.

All marine crew members, employees, technicians and passengers aboard a ship may be subject to drug and alcohol testing.



**Wojciech Królikowski**

President of Board Technical Ship Management Sp. z o.o.  
Gdańsk, the 17<sup>th</sup> July 2014.