

**STANTON MARINE LTD
DRUG AND ALCOHOL POLICY**

The company supports all statutory regulations stating the obligations of employers and employees regarding the illicit use and handling of drugs. Stanton Marine Ltd together with the OCIMF "Guidelines for the Control of Drugs and Alcohol Onboard Ship" and IMO produced "Drug Abuse and Illicit Trafficking" are available at all times whilst employed by Stanton Marine Ltd.

The possession, use, trafficking and sale of drug substances is prohibited. Possession of any substance resulting in the unusual behaviour of any individual in the course of performing his or her duties is prohibited. Stanton Marine Directors must be assured that staff are not under the influence of alcohol when taking over their scheduled duties, nor have consumed any alcoholic drink 4 hours prior to performing company duties.

The possession of any alcoholic beverages and liquor, as for example brandy, gin, vodka, whisky, etc. is prohibited.

Alcohol in the blood should never exceed 0.04%. This corresponds to the consumption of 2 units in one hour.

LIST OF UNITS

TYPE OF ALCOHOLIC BEVERAGE	QUANTITY	UNITS
1. Ordinary strength beer or larger	10 oz - 30 cl	1 - 1
2. Extra strength beer or larger	10 oz - 30 cl	2.5 - 2.5
3. Spirit - Liqueur	1 oz	1

Unannounced alcohol and drug testing will be carried out at least once per year and will be recorded by the directors of Stanton Marine Ltd.

M.D. Capt. William G. MacDonald of Stanton Marine Ltd
18th July 2000