

DRUGS AND ALCOHOL POLICY

The Drug and Alcohol policy will apply to all personnel onboard the Aulac Corporation. Any violation under these provisions of this policy will be warranted immediate dismissal or legal action.

Drug and alcohol testing requirement, The Company stipulates as below:

- In the event of an incident, accident or suspicion drug and alcohol testing should be carried out as soon as possible.
- All seafarers will be required to undergo Drug and Alcohol testing either prior to joining vessel or as soon as possible thereafter.
- Vessel carries out periodic testing of drug and alcohol no more than once every two months to all crew.
- The Company requires periodic drug and alcohol testing at least every three months for a pointing group of crews via email or direct from company personnel.
- The Company appoints a third party to conduct drug and alcohol testing of all crew at least eight months per times.

THE COMPANY STRICTLY PROHIBITS:

- ❖ Illegal distribution, or the use, distribution or sale illegal drugs in the Aulac Fleet.
- ❖ Misuse of legitimate drugs, or non-prescription on board according to regulation of Flag state and Port Authority.

At all times, Company is strictly required to apply the following requirement to all personnel who are working on Aulac Fleet:

- ❖ At all time, a Blood Alcohol Concentration (BAC) **not more than 0.04%** or Breath Alcohol concentration (BrAC) **0.20mg/l** of breath.
- ❖ It is strictly prohibited to use alcohol 24 hour before berthing and at least 04 hours prior to any scheduled watch keeping, while ship carry our cargo operation at port and other safe routing work onboard.
- ❖ It is strictly prohibited to use types of alcoholic beverages containing an alcohol concentration greater than 5.5% on the Fleet. The use of alcohol with a concentration within allowable limit is only use in public area onboard likes crew mess room and officer mess room. Master is responsible for controlling and distributing to the crew in according with the Company requirements.

All personnels are working on board ships who have a positive test result of drug and alcohol in excess of the requirement limit or refusal of submission to a drug and alcohol test when requested immediately subject to disciplinary. If there is a similar result for third party, they must be immediately denied to work and have to get off the ship. The company may at any time conduct unannounced searches for drugs and alcohol policy onboard company's vessels at least once a year and whenever it is deemed to be necessary.

Ho Chi Minh City, 22 April 2024

GENERAL DIRECTOR



MAI VAN TUNG