

DRUGS & ALCOHOL POLICY

Premiumfocus Nautilus Ltd desires the safest working conditions for its employees and contractors. Thus, a Drug-Free and Alcohol-Free Workplace Policy has been adopted in order to safeguard the company itself and the employees accordingly. As a result, drugs and alcohol are strictly prohibited.

- Under no circumstances is permitted the use, possession, sale or distribution of any illegal substances conducted by the employees or contractors of the **Premiumfocus Nautilus Ltd**.
- Any kind of illegal substance such as different kinds of drugs and medicines taken with or without prescription are prohibited throughout the company.
- Potential **Premiumfocus Nautilus Ltd** employees and contractors and preexisting ones are requested to follow our policy related to drugs and alcohol. The event of discovering amount of illegal substances on our employees or contractors is undoubtedly considered to be an infringement of this policy.
- Any person in breach of its policy on drugs will be immediately disembarked (if already on board a vessel) and will be dismissed instantly. Similarly, any breach of the policy relating to alcohol abuse will result in disciplinary action, which may extend to dismissal.
- Consumption of alcohol is prohibited for a period of 8 hours prior to any scheduled duty of office staff whereas for the security contractors alcohol or other intoxicating substances are not to be used in the 12 hours proceeding embarkation and only sparingly in the 12 – 24 hours prior to embarkation.
- Consumption of alcohol is forbidden while on duty.

Pre-Employment Screening

Every potential **Premiumfocus Nautilus Ltd** security contractor is obliged to take a drug and alcohol medical screening test and submit relevant certificate.

In the case of potential employees' test results exceeding the permissible limits on illegal substances, **Premiumfocus Nautilus Ltd** will not provide them with employment. However, there are cases, where the company has the right to reset a second test.

Drug and alcohol medical screening is repeated annually.

Testing of Employees

A monitoring test on the employees for the presence of illegal substances and/or abuse of alcohol will be carried out in the following cases:

Premiumfocus Nautilus Ltd reserves the right to perform random testing for all personnel on board whether or not there is suspicion of use of alcohol or illicit drugs.

- Abnormal or suspicious behavior.
- Possession of illegal drugs while being in the company's buildings or while being on a mission.
- Occurrence of an employee's injury or accident during working hours suspected to be attributed to the use of substances.

Premiumfocus Nautilus Ltd consents on random alcohol – drug tests that are carried out by the client and/or other interested parties.

In case of a sudden alcohol – drug test on board or on port, the security personnel will accept the appropriate examination.

In the event of not consenting to the test, **Premiumfocus Nautilus Ltd** has the right to cease the cooperation with the employee.