



2.4 Drug and Alcohol Policy

1 Purpose

The purpose of this Drug and Alcohol Policy is to ensure high standards for safety onboard and in operations, a safe and healthy working environment, the company's reputation and trust. A strong safety culture is fundamental to all activities within Olympic. No work shall be performed under the influence of alcohol or drugs. This policy ensures predictability through clear rules, defined responsibilities, and standardized testing procedures. The Master has the ultimate responsibility for safety onboard and may take any necessary decisions regardless of this policy.

2 Scope

This Policy applies to all persons engaged in any Olympic activity or present on Olympic premises or vessels.

3 Statement, principles & commitments

This policy is based on applicable laws and agreements, including the Norwegian Maritime Code (Chapter 6A – alcohol and duty of abstinence), Ship Labor Act § 5-13 (suspension), Agreement of 7 February 2001 between the Norwegian Shipowners' Association and employee organizations, Norwegian Directorate of Health guidelines for drug and alcohol testing (2014).

Definitions

Service / Service Period: The period from signing on to signing off, including both working and off-duty time
Zero Tolerance:

- Alcohol: BAC limit 0.00
- Drugs: no permitted use or trace

There is zero tolerance for the use, influence, or possession of illegal drugs.

- Any breach will result in immediate action.
- Medication is permitted only if:
 - prescribed by a doctor
 - approved by an authorized seafarer doctor
 - declared to the Master/Chief Officer

Failure to report medication use is considered a breach of this policy.

There is zero tolerance for alcohol consumption during the service period.

- Personnel shall not:
 - report for duty under the influence
 - consume alcohol during the service period
- Alcohol is not permitted to be stored onboard without explicit approval.

Exceptions may be granted by company management for special occasions provided that the vessel is not in operation and there are no clients onboard.

Testing

- Testing shall be done in accordance with approved procedures, and may be conducted:
 - upon suspicion
 - following incidents or accidents
 - as random or risk-based testing
- Testing may be conducted by:
 - trained officers
 - external service providers
- External providers shall comply with applicable standards and requirements.
- Personnel subject to testing shall be provided with the relevant testing procedure.

Results And Violations

- A positive result constitutes a breach of the zero-tolerance policy
- Refusal to undergo testing is considered equivalent to a positive result
- The employee will be suspended in accordance with applicable legislation

Violation of this policy is considered a serious breach of employment obligations and will normally result in immediate removal from duty and/or summary dismissal.

Support In Case Of Dependency

Employees experiencing alcohol or drug-related issues are encouraged to contact the company to seek support and appropriate measures. It is emphasized that assistance must be sought before any breach is identified. Dependency is not an excuse for violation of the policy.

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