

Drug and Alcohol Policy

Volstad Shipping maintains a ZERO TOLERANCE for drug and alcohol on the company's vessels. Possession, consumption, distribution, or being under the influence of alcohol or illegal drugs in any form is strictly prohibited.

Our motto "expect more" obliges our employees at all times in any circumstance to act decently and respectably. Employees shall therefore never be intoxicated or impaired by alcohol or drugs when representing Volstad Shipping.

This applies equally to all persons from when they attend a working period until it is ceased, independent of the length of the period.

Vessel on-signers shall not consume any alcohol later than 8 hours prior to signing on or in general be under any influence of alcohol or drugs. According to current employment agreements the period of duty commences the day when the employee starts travelling from his home place. Therefore, the on-signing time shall be considered as the time the travel begins.

No company personnel shall possess nor consume alcohol in any country where the consumption of alcohol is forbidden by law.

Travelling or representing on company cost

Volstad Shipping emphasizes that any employee will lend themselves liable to disciplinary actions, ranging from having to cover all additional costs concerning the episode to immediate dismissal or termination of employment if their behaviour influenced by alcohol or drugs has led to:

- Rejection of using public transport, including airlines
- Deliberately or negligently failing to embark as scheduled
- Deliberately or negligently failing to use planned travel arrangements
- Omission to attend or disability to follow curriculum of planned training,
- Omission to attend or disability to follow planned meetings
- Disgraceful or disrespectful manner and thereby damaging the company reputation

The company reserves the right to carry out unscheduled inspections to detect the presence of alcohol or drugs on board the company vessels.

Testing on board

Randomized drug or alcohol testing might occasionally take place unannounced on Volstad Shipping vessels, and everyone in our service shall oblige themselves to be willing to undergo such tests. The tests will be carried out by independent personnel and analyzed at an approved laboratory.

In addition, testing may be carried out after an incident, for any reasonable cause including but not limited to any employee demonstrating suspicious or dangerous behaviour. Refusal of undergoing testing will be considered as a positive test result.

Consequences of breaching the Drug and Alcohol Policy

By violating the stated requirements in this policy, the employees will lend themselves liable to summary dismissal, termination of employment or other disciplinary actions, ref. Norwegian Ship-Worker Act, Chapter 5 §§ 5-1, 5-3, 5-6 and 5-14.

Ålesund, 1st of November 2013
Volstad Shipping AS



Eivind Volstad
CEO