



Drug & Alcohol Abuse Prevention Policy

Queensway Navigation Co. Ltd., having identified the serious health and safety risks associated with the misuse of drugs and alcohol, is committed to maintaining a safe, healthy, and secure working environment free from the influence of unauthorized substances. The Company adopts a proactive and preventive approach to substance misuse, recognizing its impact on operational safety, wellbeing, and performance.

This policy applies to all officers, ratings, agents, pilots, port officials, customers, riding teams, suppliers' personnel, Company representatives, visitors, and passengers, as applicable, onboard Company-managed vessels. All people onboard are expected to remain fit for duty at all times and capable of performing their responsibilities safely and effectively, including during emergency situations.

In accordance with the STCW Code (A-VIII/1 and B-VIII/1), OCIMF Guidelines, and Flag Administration requirements, the Company adopts a maximum limit of blood alcohol content (BAC) not exceeding 0.05% or 0.25 mg/L of alcohol in the breath for Masters, Officers of the Watch (OOWs), and other designated seafarers performing safety, security, or environmental protection duties.

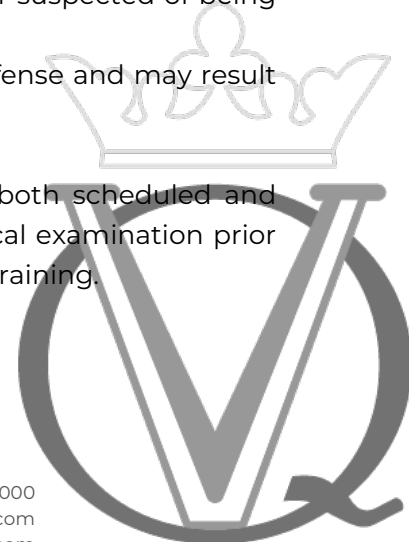
The onboard enforcement of this limit is the direct responsibility of the Master.

The Company enforces a strict zero-tolerance policy regarding the use, possession, or distribution of unauthorized drugs and alcohol onboard its managed vessels.

The following measures apply under this policy:

- A total ban is imposed on unauthorized drugs, hard liquor, wine, and all alcoholic beverages onboard Company vessels
- Acceptance of courtesy gifts containing alcohol from suppliers is strictly prohibited
- No individual shall assume or continue watchkeeping duties while under the influence of drugs or alcohol
- An Officer of the Watch must not transfer duty to a relieving officer suspected of being impaired by alcohol
- Any failure to report policy violations will be treated as a serious offense and may result in disciplinary action, including dismissal

All Company personnel shall be subject to drug and alcohol testing at both scheduled and random intervals. Pre-employment testing is mandatory during the medical examination prior to embarkation. This policy shall also be distributed during crew induction training.





The Master is authorized to conduct unannounced alcohol testing using Company-approved, calibrated breathalyzer equipment. The Master is responsible for ensuring full compliance onboard and must report any violations immediately to the Designated Person Ashore (DPA).

This policy is subject to periodic review and internal audits to verify compliance and ensure continued effectiveness.

The Company encourages any employee facing substance-related challenges to seek assistance before a violation occurs. Where possible, the Company will provide access to support mechanisms or guidance without prejudice.

Violation of this policy will lead to disciplinary action up to and including dismissal.

