

DRUG AND ALCOHOL POLICY

ALL MEMBERS OF THE CREW MUST READ AND AGREE TO ABIDE BY THE DRUG AND ALCOHOL POLICY BEFORE COMMENCEMENT OF THE DELIVERY.

Reliance Yacht Management subscribes to and endorses an alcohol and drug policy. Captains are expected to conduct themselves in a professional manner at all times and expect high standards of responsible social behaviour from the crew.

The use of illegal drugs or alcohol on board a yacht will not be tolerated and may lead to disciplinary action that could result in your dismissal. The following rules will apply:

- a) If you are deemed to be under the influence of alcohol whilst on board this may be treated as gross misconduct under the Company's disciplinary procedure.
- b) The taking of illegal drugs or being under the influence of illegal drugs by any member of the crew may be treated as gross misconduct under the Company's disciplinary procedure.
- c) Any drugs required for medical reasons should be declared to the Captain and the Company prior to joining the yacht.
- d) We may ask you to undertake a medical examination if we believe you have a problem in relation to drugs and/or alcohol to assess if this is affecting your ability to work. You may be suspended from work until the problem is resolved. The Company will decide whether to treat it as a disciplinary matter.
- e) Any person suspected of using drugs whether on board or ashore will be dismissed and be required to leave the yacht at the earliest opportunity. The company will not be responsible for any repatriation costs.
- f) The Company will undertake random testing for drugs. We reserve the right to test without notice for either drugs or alcohol. Failure to co-operate, or if tests prove positive will result in immediate dismissal and possible withholding of any outstanding funds to set against any costs incurred for completion of the delivery contract.
- g) The yacht will not be used for social events without the expressed permission of the the Company and their client. In the interest of security, we advise strongly against allowing persons on board unknown to the Captain or the client.
- h) Anyone other than the crew will not permitted on board unless invited to do so by the Captain. The Captain will then take full responsibility for the actions of that guest to comply with the Company's Drug and Alcohol Policy.
- i) Reliance Yacht Management and their clients will cooperate with any enforcement agency and report any suspected illegal activity.

To be signed by all members of the crew and faxed or scanned to Reliance Yacht Management along with the Clearance Request and Eception Report prior to departure.

I HAVE READ THE DRUG & ALCOHOL POLICY AND UNDERSTAND THE CONSEQUENCES SHOULD I NOT ABIDE BY IT.

Captain _____	Signed _____	Date: _____
Mate _____	Signed _____	Date: _____
Crew _____	Signed _____	Date: _____
Crew _____	Signed _____	Date: _____
Crew _____	Signed _____	Date: _____