



DRUG AND ALCOHOL POLICY

The Lilly Maritime Pvt. Ltd. is committed to providing a safe and healthy work environment for all employees, visitors and third parties impacted by its operations. This includes an environment free from the adverse effects caused by the abuse of drugs and consumption of alcohol.

Compliance with this policy is the responsibility of every employee as follows:

- The illicit use of legal drugs or the use, possession, distribution, or sale of illegal drugs on Company business or location is strictly prohibited.
- Employees must not consume alcohol whilst on Company, Client or business partner premises, in Company or Client vehicles and vessels, or at any work site, except on Company approved occasions.
- Where employees are working in another country or company facility that location's laws and substance abuse policy will also strictly apply.
- Company has the discretion to require employees to undergo Drug tests as part of pre-employment screening, reasonable suspicion and serious marine post casualty and to undergo Alcohol tests as part of pre-employment screening, reasonable suspicion, post-incident and random testing.
- Personnel on lunch break, during port call shore leave, on site in any capacity (be they off shift, on shift or on-call) are all subject to this policy requirements. Personnel joining or returning to site must ensure that they are free from the adverse effect of Drugs and Alcohol. Should there be an emergency at site all personnel must be in a fit state to evacuate the site and render assistance to site emergency response teams if/as required at all times. LMPL has "ZERO" tolerance to noncompliance.

Note: Whilst Company cannot legally enforce Drug and Alcohol testing of individuals or the searching of personnel and their belongings. Company will view refusal to comply as cause to deny entry to or require removal from site and consider personnel to be in breach of their contract of employment.

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MANAGING DIRECTOR



LILLY MARITIME PVT LTD.

DATED: 01/02/2021