

Zwijndrecht, 18th August 2018

This Alcohol- and Drugs Policy is applicable to all our employees and crew onboard our vessels.

Inland Transport Solutions BV adopted a "ZERO-TOLERANCE" procedure inside the entire organisation. Usage of alcohol and drugs is strictly prohibited during work and/or prior commencing of work. Even possession of drugs and cannabis during work and onboard vessels are not allowed, the management reserve the right to conduct alcohol and drugs tests at any time with or without a notice in advance.

For safety reasons the management is also excluding usage of medication that might have an influence on conscious or normal behaviour. In the event that such medication is required on doctor's prescription we shall liaise with medical specialists to confirm that such usage will not form a potential risk to daily operations and safety.

In respect of the safety and the wellbeing of our employees and crew, the management will emphasize and motivate people to avoid (extensive) consumption of alcohol after working hours whereas future health issues might arise, next to the fact that the body might still contain a certain alcohol promillage when work is resuming.

The employees and crew should always be aware that they are required to act adequate and promptly in case of emergency situations.

As per Dutch law an individual is not allowed to navigate a vessel when the blood is containing an alcohol promillage of 0,5‰ (RPR, art 1.02 #7) and crewmembers are not allowed to work onboard when the blood is containing an alcohol promillage exceeding 0,2‰.

Immediate termination of employment might follow in the event that an employee or crewmember is tested positive for alcohol or drugs on duty (after confirmation by a laboratory) in accordance with our internal procedures.

In the event that a crew member supplied by third parties or a vessel under temporary charter by ITS is tested positive for alcohol or drugs on duty we shall demand for prompt replacement of such person and any future cooperation (direct or indirect) with same person will be avoided.

On behalf of the management,



Peter van Poortvliet
Director