

## **SAMRUK-TABIGAT LLP**

### **POLICY** **on Prevention of Alcohol** **and Drugs' Use**



**SAMRUK-TABIGAT LLP** strives to create safe and healthy working conditions for its personnel and business partners and conducts monitoring to rule out or decrease risks to occupational safety and health.

In the framework of the occupational health and safety management system, SAMRUK-TABIGAT has the following policy to prevent substance abuse:

- Promoting healthy lifestyle through sport, promoting employees' healthy attitude to life;
- Priority measures for prevention of alcoholism, drug addiction and offences related to illegal turnover of drugs; promotion of anti-alcohol propaganda and education in the area of anti-substance abuse;
- Always be sober in order to be active at work while at the same time complying with internal regulations, safety technique rules, regulatory requirements and Company's policies;
- Raising personnel awareness about the public health policy directed at prevention of risks from alcohol and drugs, strengthening support for this policy;
- It is inadmissible for employees of the Company to drink alcohol at workplace in accordance with the legislation of the Republic of Kazakhstan;
- It is not allowed for the Company's employees to drink alcohol while traveling to and from work.

It is forbidden to all employees to purchase, keep, use and circulate drugs and alcoholic products when performing works on the territory of the Samruk-Tabigat company. This ban is not applied to medication prescribed by the doctor and purchased through doctor's prescription if it does not impact the employee's quality of work or their capacity to perform their professional duties.

Employees of Samruk-Tabigat must undergo daily medical inspections organized by the Company. Access to work is granted after undergoing an alcohol content test by a qualified specialist with higher medical educational qualification.

If an employee was found to have the symptoms of an intoxication (toxic alcoholic, drugs), his work will be immediately suspended and he/she will be sent for medical tests to medical organizations, in accordance with the legislation of the Republic of Kazakhstan. If the tests turn out positive, strict disciplinary measures up to dismissal will be taken against the employee.

This Company policy is effective inside the organization and must be made known to its personnel, Society and Business Partners.

**Director of Samruk-Tabigat LLP**

**Pangaliyev N.M.**

Seal: Samruk-Tabigat Limited Liability Partnership, Republic of Kazakhstan, West Kazakhstan Region, Uralsk.



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