

DRUGS AND ALCOHOL POLICY URAL OIL AND GAS LLP

Ural Oil and Gas LLP (hereinafter – UOG) is oil and gas company in the Republic of Kazakhstan, takes full responsibility for their employees and society for the creation of safe working places and prevention of industrial injuries.

UOG supports healthy lifestyle, at the same time UOG is concerned of the possibility of unforeseen circumstance that may potentially be results of alcohol and drugs influence which also pose a threat to the life and health of workers and surrounding persons.

In order to avoid hazards and reduce the risks associated with alcohol, drugs, psychotropic substances and their equivalents, the UOG prohibits:

– Access to the facilities of any UOG employees, contractors and other persons under the alcohol and drugs influence or their equivalents, or being under the influence of their consequences;

– Possession, consumption, manufacture, storage and distribution of alcohol, narcotic drugs, psychotropic substances and their equivalents by UOG employees, contractors and other persons acting in the interests of UOG, as well as other substances, restricted in use, in the course of the performance of their job duties, including outside of UOG facilities (with the exception of medicines, which does not create obstacles to the full performance of labor (official) duties, in the presence of relevant recipe prescribed at medical institution);

– Commencement of work without pass of obligatory pre-shift medical examination, pre-trip and post-trip medical examinations (in the established cases) or other established procedures connected with determination of the fact of the use by the worker of alcohol, drugs, psychotropic substances and their equivalents.

However, the UOG reserves the right to:

Carry out external visual inspection of personal belongings at UOG facilities with their consent;

Immediately request employee or other person acting in the interests of UOG, in accordance with the established procedure for an extraordinary check to determine presence of alcohol, drugs, psychotropic substances and their equivalents in the following cases:

– As a result of an accident;

– If an employee is suspected to be under the influence of alcohol, drugs, psychotropic substances and their equivalents, as well as other substances (including, but not limited to: inadequate behavior, smell of alcohol, physiological changes);

– In other cases as outlined by RoK legislation and internal UOG documents;

– Take disciplinary actions against employees, violating Policy including termination of the employment in accordance with the Labor Code of the Republic of Kazakhstan.

The Policy applies to UOG employees and contractors providing services at UOG facilities.

**General Director –
Chairman of the Management Board**

I. Aliagayev