



## Drug and Alcohol Policy

Substance abuse is a growing concern for many organizations, and presents a significant degree of risk and potential liability for employers. To help employers ensure the health and safety of employees when it comes to substance abuse, **IE “Garagum hazynasy”** offers a comprehensive approach that recognizes the sensitive nature of these situations and addresses requirements for businesses of all sizes in both the private and public sectors across the country.

The professional **IE “Garagum hazynasy”** (known as the Enterprise) strives for the health, safety and well-being of all personnel working within the broader framework of the Company's activities.

**IE “Garagum hazynasy”** conducts training and education of employees regarding awareness of the bad consequences of drug and alcohol abuse in the workplace.

In order to allow the Company to comply with its policy as a responsible employer, the Company categorically declares that drug or alcohol abuse by any manager, employee, subcontractor or other person under the guardianship or management of the Company will not be tolerated under any circumstances.

Being on the way to the place of work, on the work site, performing any diving activities and/or working with diving equipment, driving an Enterprise vehicle or on the property of an Enterprise/ client while under the influence of drugs, alcohol or other substances are considered sufficient grounds for disciplinary action, which may include disciplinary dismissal without going to court.

Illegal use of legal drugs or the use, possession or distribution/sale of illegal drugs is a violation of the legislation of the countries of presence.

Thus, any person who knowingly authorizes the use or supply of any controlled and/or illegal drugs or some other activities carried out on our premises, on ships or other workplaces will commit a crime and, thus, is subject to immediate dismissal without going to court. The enterprise will involve the involvement of authorities if there are sufficient grounds.

- The storage of alcohol for consumption in the premises of the Enterprise or at any workplace is completely prohibited.
- Possession of dangerous weapons in the premises of the Enterprise or in the workplace is completely prohibited.
- There is a mandatory alcohol test for staff before traveling offshore.

### “GARAGUM HAZYNASY” Hususy kärhanasy

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### Individual enterprise “GARAGUM HAZYNASY”

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Any person, regardless of position, who causes reasonable suspicion of the use of drugs, alcohol or psychoactive substances while staying in the premises of the Enterprise or at any workplace, is responsible for testing for drugs, alcohol or substance abuse in a laboratory or center designated by the Enterprise.

As a result of preliminary or accidental testing, any positive results of such testing are grounds for disciplinary action and lead to the fact that all related expenses are deducted from any earned funds.



**Berdiyev Timur**

**Chief Executive Officer**

**«Garagum Hazynasy» Individual Enterprise**

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