

Alcohol and drugs policy

Objective of this policy:

To reduce probability of alcohol and drugs abuse related incident, improve quality of life of employees and their families; promote healthy lifestyle.

Limitations, imposed on alcohol, drugs and substances use:

It is prohibited to appear on the premises of the company under influence of alcohol or drugs. The company premises include office spaces, chartered vessels and production facilities.

For all employees, including sub-contractors, it is prohibited:

1. To possess, consume and distribute alcohol;
2. To possess, use and distribute drugs and substances;
3. Taking medical drugs, containing banned substances, shall only be allowed in case of prescription from appropriate medical staff and only in case there are no medical restrictions for performed work;
4. Any employee may be alcohol or drug tested and, if tested positively, will be suspended from work.

Any case of exceeding allowable concentration of alcohol while testing and being tested positive for drugs shall result in an investigation, and disciplinary actions will be taken in accordance with the applicable legislation.

Refusing to test for alcohol/drugs or evading from alcohol/drugs testing shall be viewed as a violation of this policy.

Managing Director
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Nikolay Amelin