



Marine Arctic Geological Expedition

ALCOHOL AND DRUGS POLICY

Objectives:

The objectives of this Policy are creating safe working conditions for employees, protection of their life and health, promotion of healthy lifestyle, strengthening and support of the corporate culture, decreasing the probability of alcohol and drugs related incidents.

Requirements:

- Employees are prohibited from appearing on the Company's premises under the influence of alcohol, drugs or toxic substances;
- Company employees (subcontractors, etc.) while on the Company's premises (hostels, vessels, shift camps, field camps, other places of residence) are prohibited from drinking alcohol, alcohol-containing liquids, taking drugs, domestic and industrial chemicals and toxic substances;
- Employees may not store, distribute or use any drugs except when such substances are used by prescription to treat any disease in limited doses for a certain period and under supervision of a medical worker;
- All employees of the Company shall pass alcohol and drug (toxic substances) tests at least once a year during annual medical examinations;
- All employees who drive vehicles, hoisting machines, performing high risk jobs shall pass alcohol and drug (toxic substances) tests prior to their admission to work;
- Company facilities shall be provided with appropriate devices and equipment to perform such tests;
- Medical workers (designated persons) of the Company shall keep a separate alcohol and drug (toxic substances) test register;
- If the alcohol level in the employee's test exceeds the permissible limit or the drug test is positive, the employee shall be suspended from work and the administration shall take actions provided by the applicable legislation (up to termination of the employment contract and dismissal);
- If any employee avoids such tests, he/she shall be considered by the Company as violating the requirements of this Policy.

HR department shall communicate the requirements of this Policy to any job applicant of JSC MAGE prior to signing an employment contract.

24.02.2021

Director General,
JSC MAGE



A.G. Kazanin