

## Alcohol and Drugs Policy of Svarog LLP

To provide safety of works and in case of emergency all personnel of Svarog LLP as well as employees of contract organizations shall be of heightened level of awareness. In accordance with the Company's Policy it is prohibited to be under the influence of alcohol or drugs in the workplace.

Drugs and alcohol can affect the capacity of a worker to carry out their duties safely and properly. Employees considering themselves having alcohol or drug addiction are recommended to obtain the corresponding consultation and complete a treatment course immediately before the addiction causes problems with work.

### The Company's objectives:

- Employees of the Company and contract organizations shall concern and execute Labor and Health safety Policy of the Company properly;
- All employees shall concern the importance of suspending work at any time in case of suspicion of taking alcohol or drugs;
- In case of detection of taking alcohol or drugs at work place an employee shall be suspended from execution of the obligations until the circumstances are clarified;
- Prohibition against taking and storage of prohibited products applies all personnel including personnel of contractors and consultants.

### The Company's strategies:

- Education of personnel is a key means of provision safety at workplace.
- The Company encourages advanced training of employees concerning harmful effect of alcohol and drug addiction.
- The Company applies the corresponding administrative means to the employees violating the Company's Alcohol and drug policy during execution of obligations.
- Consumption of alcohol is strictly prohibited when an employee is at work place. Official obligations and allowed public events are the exceptions.
- Consumption of any products is prohibited at any time in business trip/ official visit including when off-duty.
- If an employee is suspected of taking alcohol or drugs, the employee shall be offered to undertake a medical examination. Moreover the employee may be offered to undertake a medical examination as part of the Company's random testing schedule.

Achievement of these aims requires active participation of all managers and employees. The Director has the ultimate responsibility for implementation and maintenance of the policy.

Director  
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