

Approved
by resolution of the Board of Directors,
JSC NC “KazMunayGas”
of _____ 2020
protocol No. ____

**Policy of JSC NC “KazMunayGas”
on Alcohol, Narcotic Drugs, Psychotropic Substances
and their Analogues**

JSC NC “KazMunayGas,” its subsidiaries and affiliates (the Company) are aware of their responsibility to preserve the life and health of employees, and strive to maintain safe working conditions that exclude the use of alcohol, narcotic drugs, psychotropic substances and their analogues.

The Company applies the principle of zero tolerance of the use of alcohol, narcotic drugs, psychotropic substances and their analogues.

For the purpose of this Policy, the Company’s management assumes the following obligations to fulfill and require their fulfilment by its contractors:

1. Complying with the legislative requirements of the Republic of Kazakhstan for control of the use of alcohol, narcotic drugs, psychotropic substances and their analogues, and internal documents on health care.

2. Demonstrating leadership and commitment of the top management to healthy lifestyle and abstinence from alcohol, narcotic drugs, psychotropic substances and their analogues.

3. Actively involving and encouraging employees in the development of a healthy lifestyle culture and participation in the Company’s health programs and initiatives.

4. Raising awareness of the Company’s employees of the dangers and health risks posed by the use of alcohol, narcotic drugs, psychotropic substances and their analogues.

5. Minimizing the risks associated with the use of alcohol, narcotic drugs, psychotropic substances and their analogues by employees in the performance of their work-related (employment) duties, inter alia, when they are outside the Company's production facilities.

6. Ensuring mandatory pre-shift/pre-travel/post-shift/post-travel medical examinations of employees, including determining or confirming the presence or absence of the signs of use of alcohol, narcotic drugs, psychotropic substances and their analogues.

7. Ensuring that no Company’s employees, employees of contractors and other persons are present at the Company's production facilities under the influence of alcohol, narcotic drugs, psychotropic substances and their analogues.

8. If necessary, immediately referring an employee or other person acting in the interests of the Company, in accordance with the established procedure, to an extraordinary examination to determine the use of alcohol, narcotic drugs,

psychotropic substances and their analogues in case of suspicion of the use of the same, as well as in case of any emergencies or industrial accidents.

9. In the prescribed manner, holding an employee, or other person acting in the interests of the Company, accountable for violation of the provisions hereof, right down to termination of the employment contract.

10. Introducing the best global practices and scientific developments in automation and digitalization of the medical diagnostic and research system, which renders it possible to rapidly analyze (test) the state of health of the Company's employees.

The obligations expressed in this Policy are the basis for setting goals in health care, and apply to the Company, contractors, service providers, and are included in the system of business relations of the Company with partners.

The Company's management is responsible for providing all the necessary resources to implement this Policy.

The subsidiaries and affiliates of JSC NC "KazMunayGas" shall pursue this Policy in accordance with the established procedure by developing and approving similar policies and bringing their internal documents into compliance with this Policy.