


AGREED

General Director
«METTOIL» LLC


Leshin M.N.

APPROVED

General Director
«TSS» LLC


Volodin M.V.

27.02.2023

ANTI-ALCOHOL AND DRUG POLICY «TSS» LLC and «METTOIL» LLC

Priorities:

- Eliminating accidents caused by alcohol, drug, or other toxic substance intoxication among employees.
- Creating conditions that prevent employees from being under the influence of alcohol or drugs.
- Involving staff and subcontractors in activities aimed at detecting and preventing cases of alcohol or drug intoxication among employees.

«TSS» LLC and «METTOIL» LLC consider the following unacceptable:

- Employees of the company and subcontractors being under the influence of alcohol or drugs within the area covered by the Policy.
- Consumption, possession, manufacture, and storage of alcohol and narcotic substances within the area covered by the Policy.

Area and duration of the Policy:

- Workplaces, production buildings, and adjacent areas, customer premises, and other locations where work is performed on behalf of the companies.
- Any means of transportation if provided by the companies.
- Any time (working/non-working) while on customer premises or other locations where work is performed on behalf of the companies.
- Route time to and from customer premises, from the moment of boarding to the moment of leaving the transport, including transfers or stops along the way.

Policy Implementation:

- Informing employees about the prohibition of alcohol and narcotic substance use during the introductory occupational safety briefing.
- Prohibiting employees under the influence of alcohol, drugs, or other toxic substances from work.
- Encouraging employees to report violations of the Policy to management.
- Termination of employment by the employer in case an employee is found to be under the influence of alcohol, drugs, or other toxic substances at the workplace.

Every employee, regardless of position, is required to comply with the provisions of this Policy.