



## Drug and Alcohol Policy of AVENCOM

AVENCOM is telecommunications and related infrastructure system integrator and provides services in development, supply, installation, commissioning and maintenance of complex projects (solutions) in IT (network), telecommunications, technical safety and microclimate areas for various sectors of the economy. AVENCOM is medium-sized enterprise. The Company's Head Quarter is located in Uralsk (Western Kazakhstan). This Policy covers all aspects of our activities.

Company pursues a policy, which prevents the usage of alcohol and drugs at the workplaces and provides a safe working environment for all employees, customers, visitors, subcontractors and others participating in our business.

In particular, AVENCOM will provide:

- Promotion of a healthy lifestyle through physical culture and sports, the development of health oriented approach;
- Preventive measures on drug, alcohol possession and concurrent legal consequences connected with drug trafficking, encouragement of alcohol and drug free education and initiatives.
- Cascading the information about public health policy aimed at prevention of harm caused by alcohol to the attention of personnel and enhancement of this policy;
- Prohibition of storage, distribution and possession of alcohol and drugs in all residential, administrative and production facilities of Company, as well as during relocation of the personnel in accordance with the legislation of the Republic of Kazakhstan.

This ban does not apply to medicaments prescribed by a doctor, procured within formal prescription, and not affecting the ability of employee to carry out his work and job description responsibilities.

AVENCOM management assumes the responsibility for the execution of current Drug and Alcohol Policy, guarantees the availability of opportunities and resources for its accomplishment, and encourages all employees for active participation in achieving the set goals.

Drug and Alcohol Policy is published on the AVENCOM website, displayed in Company offices, available in the Intranet and is intended for all employees.

Director of "AVENCOM" LLP



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