

AVENCOM's Alcohol and Drug Prevention Policy



AVENCOM is a system integrator of systems of telecommunications and accompanying infrastructure providing services by development, supply, installation and accompaniment of systems for various sectors of economics. AVENCOM is a middle size business. The Company's main office is in Uralsk (West Kazakhstan). This Policy covers all sides of our activities.

AVENCOM declares that all employees, clients, visitors, subcontractors and others which participate in our business activity are to meet Alcohol and Drugs Abuse Prevention Policy on work places and safe working environment.

AVENCOM will provide:

- advocacy of healthy lifestyle through physical culture and sports, formation of careful perception of their health among the employees;
- measures on prevention of drug abuse, alcoholism and breaches of law which involve illegal trafficking of drugs; providing incentives for activities aimed at enhancing anti-drug and anti-alcohol awareness and education;
- personnel with knowledge of the public health policy aimed at the prevention of harm from alcohol and drugs, and continued support of such policy;
- prevention of storage, usage, and distribution of narcotic substances and alcoholic drinks at all accommodations, administrative and industrial premises of the company, and also at staff rotation in accordance with the legislation of the Republic of Kazakhstan. This prohibition does not apply to prescribed medications or medications purchased on a valid prescription which does not impact the quality of work of an employee or his/her ability to perform professional duties.

AVENCOM leadership is responsible for realization of Alcohol and Drugs Abuse Prevention Policy, guarantees assurance of conditions and resources for its realization and calls all employees for active participation in its performance.

The Alcohol and Drugs Abuse Prevention Policy is available on AVENCOM web-site and the corporate network resources, posted in the company's offices and intended for all employees.

AVENCOM LLP Director



Andrew Starostenko

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