



Policy on Drugs and Alcohol

The possession or consumption of alcohol or illicit drugs, or the misuse of prescription is strictly prohibited on the Company and its Client's premises or work locations and when travelling to and from the work locations.

AAEEE "Electrosvkavmontag" LLC (further Company) wishes to ensure that each employee has a responsibility to themselves, other employees and the company to help eliminate drug and alcohol misuse. To achieve this, Company will adopt the following policy in order to prevent substance use by employees and others engaged by the Company, does not adversely affect the safe and successful conduct of the company business.

- Promote a working environment that does not tolerate the inappropriate use of alcohol or other drugs;
- The illicit use of legal drugs or the use, distribution, or sale of illegal drugs on Company business or locations is strictly prohibited;
- Employees may be required to undergo an alcohol and drug testing where good reason exists to suspect alcohol or drug abuse;
- Conduct comprehensive investigation of work-related accidents and incidents including the possibility that the use of alcohol or drugs may have been a contributing factor;
- Provide employees with confidential assessment, counseling, referral and aftercare services through occupational health services;
- Ensure that employees meet the intent of this policy throughout their services to our client.

In ensuring that such provision is complied with by employees at all stages, Company shall take disciplinary action against any person discovered in possession of, or under the influence of alcohol or drugs.

Tigran K. Grigoryan

Chief Executive Officer

