



ZERO TOLERANCE POLICY ON ALCOHOL, DRUGS, AND OTHER PSYCHO-ACTIVE SUBSTANCES

EXPERT SERVICE LLP adopts a zero-tolerance approach to the use of alcohol, narcotic drugs, and other psychoactive substances, as their effects are incompatible with the safe performance of work and pose a direct threat to the health and safety of employees, contractors, visitors, and other persons. Such substances may also contribute to accidents, incidents, equipment damage, and adverse environmental impacts.

This Policy applies to all Company employees, including administrative, engineering, technical, and operational personnel, as well as contractors, temporary workers, interns, and all persons present at the facilities and work sites of EXPERT SERVICE LLP.

The possession, consumption, storage, transportation, distribution, or being under the influence of alcoholic beverages, narcotic drugs, psychotropic substances, or any other substances that may impair alertness, judgment, reaction time, or fitness for work is strictly prohibited at all Company facilities, including production sites, temporary work areas, Company vehicles, and customer sites where work is performed on behalf of the Company.

Employees assigned to customer sites shall also comply with the customer's alcohol and drug control requirements, including alcohol and drug testing where such requirements are established.

The Company considers any violation of this Policy to be a serious breach of occupational health and safety and industrial safety requirements, as well as a violation of the conditions for authorization to perform high-risk work.

All employees are required to report for work in a condition that allows them to perform their duties safely, comply with all safety requirements, and immediately report any situation involving a violation of this Policy or any health condition that may impair their ability to work safely.

Managers at all levels are personally responsible for monitoring the fitness for duty of employees before and during work activities, particularly when performing high-risk work, including non-destructive testing (NDT), pressure testing, work involving pressure equipment, and industrial safety expertise. Managers shall not permit any person displaying signs of intoxication or impaired fitness for duty to commence or continue work.

The Company reserves the right to monitor compliance with this Policy. Where there are reasonable grounds to believe that an employee is under the influence of alcohol, narcotic drugs, or other intoxicating substances, the employee may be removed from duty and referred for a medical examination in accordance with the legislation of the Republic of Kazakhstan.

Employees are required to undergo fitness-for-duty assessments or alcohol and drug testing when requested in accordance with applicable legal requirements and Company procedures. Refusal to undergo such testing shall be considered a violation of safety requirements and may result in suspension from work pending further investigation.

Where alcohol or drug use is confirmed, or where an employee is found to be in violation of this Policy, the employee shall be immediately removed from work and escorted from the work site. The incident shall be subject to an internal investigation, and disciplinary action may be taken in accordance with the legislation of the Republic of Kazakhstan and the Company's internal regulations, up to and including termination of employment.

Employees who are prescribed medications that may affect alertness, reaction time, judgment, or their ability to perform work safely shall notify their immediate supervisor in advance and, where necessary, the Occupational Health and Safety Department, and shall provide appropriate medical documentation confirming the prescribed treatment.

This Policy is mandatory for all persons present at the facilities of EXPERT SERVICE LLP, including contractors, temporary personnel, and visitors, and shall be strictly observed without exception.

Director, EXPERT SERVICE LLP

A.S. Kenzhegaliyev