

Drug, Alcohol and Gambling Policy

The Company's Drug, Alcohol and Gambling Policy apply to all personnel who is employed, contracted or subcontracted by Caspian Engineering Solutions. Where permitted by Law, to assure compliance, The Company reserves the right to test for drug and alcohol use and abuse; this will be undertaken as a means of monitoring adherence to this Policy. The Company may conduct searches in the work place if there is a reason to suspect a violation of this Policy.

DRUGS

Misuse of legitimate drugs or the use, possession, distribution or sale of illicit or non-prescribed controlled drugs in any of the Company's facilities **IS PROHIBITED**.

The Company will not employ any persons who are Users of, or have a recent record of the use of illegal drugs or have abused the use of prescribed drugs. Any Employee found in contravention of the Company's Drug Policy **WILL BE INSTANTLY DISMISSED AND HANDED OVER TO THE APPROPRIATE AUTHORITIES FOR PROSECUTION**.

ALCOHOL

Majority of activities carried out by Caspian Engineering Solutions involve operation of the primary concern is with the health and safety of all personnel, company property and the protection of the environment. For this reason, whilst on duty, alcohol consumption by personnel **IS STRICTLY FORBIDDEN**. Alcohol **IS NOT ALLOWED** on sites, in the offices, laboratory's and the changing rooms no matter what the reason.

GAMBLING

To ensure a healthy and safe working environment in all facilities and sites, all personnel must fully cooperate with other personnel. Personnel disputes arising during the meal breaks and other resting hours threaten the harmony of the safe operation, for this reason gambling in any form **IS FORBIDDEN**. This policy has been reviewed and remains appropriate.

At no time shall any member of staff be permitted to operate plant and machinery at any Company premises or during the course of their duties whilst under the influence of drugs or alcohol.

THE COMPANY WILL UNDERTAKE DISCIPLINARY PROCEDURES AGAINST ANYONE CONTRAVENING THE ABOVE REQUIREMENTS.

Jamaladdin Aliyev

Director

