



APPROVED:

General Manager

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**ALCOHOL AND DRUG POLICY
MECAMI MIDDLE EAST**

MECAMI MIDDLE EAST (hereinafter referred to as the Company) - considers it its duty to ensure the safety, health and opportunity for productive work for each employee. The Company believes that the use of alcohol and drugs prevents employees from working with due efficiency, and to a lesser extent it negatively affects the safety, responsibility and productivity of other employees and employees in general.

**Alcohol and Drug Policy of
MECAMI MIDDLE EAST defines the following goals:**

- Prevention of cases of being in a state of alcoholic intoxication and the use of alcohol, narcotic substances, psychoactive substances leading to intoxication of the Company's employees, as well as involved contractors and subcontractors during the period of fulfillment of contractual obligation.
- Involvement of all employees of the Company and employees of contractors in activities to identify and eliminate cases of alcohol and drug use at work sites.
- Continuous improvement of the level of knowledge and competence of employees on issues of prevention of alcohol and drug addiction.

In order to achieve the set goals:

Employees of the Company and employees of contracting organizations and subcontractors during the period of fulfillment of contractual obligations are prohibited from:

- Being at work while intoxicated or under the influence of drugs;
- The use, storage, distribution and sale of means and items prohibited by law on the territory, in the building and premises of the Company and at the place of work.

**To ensure the achievement of the set goal
MECAMI MIDDLE EAST has the right:**

- To check the applicant for alcohol or drug addiction before hiring.
- To conduct random checks for the presence and storage of narcotic substances and alcohol at all facilities where employees of the company, contractors and subcontractors perform work.
- To initiate alcohol and drug testing in a specialized accredited laboratory. If the test results show alcohol levels exceeding permissible limits or a positive drug test result, the Company's management reserves the right to suspend the employee from work and take appropriate administrative measures, including dismissal.
- To carry out work to prevent alcohol and drug addiction by conducting training sessions and events that promote a healthy lifestyle.

The life and health of employees is the highest value.