

Policy on alcohol, narcotic drugs, psychotropic and extremely poisonous substances and their equivalents

Nostrum acknowledge that the use of alcohol, narcotic drugs, toxic, psychotropic, extremely poisonous substances, smoking and tobacco dependence pose a serious risk to human health and cause injuries, acute diseases, property damage bringing to a low morale in the team, poor labor discipline and negatively impact the Company reputation.

The purpose of the Policy is to ensure a healthy and safe working environment by prohibiting the use of alcohol, narcotic drugs, toxic, psychotropic and extremely poisonous substances as well as prohibiting employees of the Company to be under their influence at the workplace, restricting smoking and using tobacco in the Nostrum territory including the territory, where contractors operate.

This Policy applies to all Nostrum employees as well as to contractor and subcontractor employees performing work and providing services at Nostrum facilities.

Nostrum's priority is to preserve the life and health of employees when doing operations.

COMPANY POSITION

- Nostrum is committed to ensure a safe and healthy workplace for employees for the benefit of the entire team.
- Exposure to alcohol, narcotic drugs, toxic, psychotropic and extremely poisonous substances endanger life and health of workers and their colleagues, increasing a risk of incident and accident.
- Negative consequences of smoking and using tobacco significantly increase sickness rate and mortality, reduce life expectancy and worsen life quality.
- Nostrum management understand that some employees may have addiction resulting from smoking, tobacco, alcohol and narcotic drugs and other toxic substances abuse. Considering such addiction as a disease, Zhaikmunai management encourages employees in their intention to be treated and does not discriminate employees being under treatment and off the habit.
- Nostrum promotes and encourages a healthy lifestyle such as giving up alcohol, narcotic drugs and other toxic substances as well as smoking.
- Nostrum is committed to regularly informing their employees about a harm of alcohol, narcotic drugs and smoking as well as modern methods for treating such addictions.

IT IS FORBIDDEN

- to be under the influence of alcohol, narcotic drugs or other toxic substances at Nostrum facilities or the areas where contractors operate.
- to use alcohol, narcotic drugs, toxic, psychotropic and extremely toxic substances at the workplace (with the exception of medicines prescribed for health reasons).
- to store, carry, transport, sell and distribute alcohol, narcotic drugs, toxic, psychotropic and extremely poisonous substances in the territory, transport vehicles and production facilities of the Company, including those where contractors work.
- smoking as well as consumption of tobacco, including heated tobacco, hookah tobacco, hookah blend, tobacco heating systems, electronic consumption systems and their liquids (hereinafter referred to as "tobacco") at Nostrum facilities workplace including those where contractors work, in combustible, fire-hazardous and explosive materials storage, in warehouses.
- smoking and using tobacco in offices, recreation rooms, toilets, vestibules, stairwells, elevators, corridors, basements, public places, areas of common use.
- smoking in vehicles owned by the Company or used for business purposes by the Company or by contractors at Nostrum facilities.

Smoking and consumption of tobacco is allowed only in specially designated places marked with direction signs and equipped with necessary fire safety equipment.

At employment as well as at any time during a work in the Company, Nostrum reserves the right to check a candidate / employee for alcohol or drug, toxic dependence, a fact of using alcohol, narcotic, toxic, psychotropic and extremely poisonous substances by means of a medical examination in the order established by the current legislation.

Failure to comply with the requirements of this Policy will result in a disciplinary action to the extent and including an employee dismissal.

Arfan Khan,
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