



الشركة العمانية للغاز الطبيعي المسال ش.م.ع.
Oman LNG L.L.C.

ALCOHOL & DRUGS POLICY

Alcohol and Drugs ABUSE is legally prohibited

Working while under the influence of alcohol or drugs will impair judgement and actions which places the affected persons and those around at unacceptable risk. OLNG also recognises alcohol or drug dependency as a treatable condition and encourages employees to seek medical advice, and follow appropriate treatment promptly. OLNG will assist an employee to obtain such help in accordance with the OLNG Health Benefits Scheme.

1. It is strictly prohibited to be at work while impaired by alcohol, illegal drugs or use or misuse of legal drugs.
2. The possession, distribution, sale or use of alcohol and illegal drugs (or legal drugs which are misused) on OLNG's business premises is strictly prohibited.
3. Searches for alcohol and drugs may be conducted where OLNG has reasons to believe that these have been brought onto its business premises.
4. Alcohol and drug testing ("with cause testing") may be required of an employee when circumstances suggest the possibility of impairment by alcohol or drugs. Testing will require the employee's written consent.
5. Contractors working for Oman LNG will be required to comply with this policy.
7. Failure to comply with the above will lead to disciplinary measures which may include dismissal.

Harib Al Kitani
Chief Executive Officer