DRUG, ALCOHOL & FIREARMS POLICY

QOGIL maintains a drug , alcohol and weapon policy to ensure a work environment that is safe for all employees and conducive to attaining high work standards.

In accordance with our long standing policy, involvement with substances of abuse, alcohol, drugs, unauthorized firearms or weapons constitutes a serious threat to the safety of both our employees and others we may come in contact within the course of providing our services and is strictly prohibited on drilling rigs, offices or any other work location of the Company.

Company employees are expected to fully comply with this policy. Any Company employee who refuses to submit to a search, blood or urine tests, is found in possession of such illegal or unauthorized items, or is found to have violated the Company's drug and alcohol policy, will be subjected to disciplinary action up to and including discharge.

Date: 05.03.2024

s/d-- IQRAR HUSAIN
(CEO)

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