

Global Social Event Policy

INTRODUCTION

This policy describes Talisman's commitment to promoting safety at all Company-sponsored functions. Talisman is concerned with the social and legal ramifications of impaired driving and believes that the safety of its employees and their families is of utmost importance. All employees are expected to act responsibly at all times, but particularly when the consumption of alcohol is involved. Employees are required to uphold the professionalism and decorum captured in the motto: Do Not Drink And Drive.

This policy applies to all Company employees of any classification and in every location, including but not limited to permanent, part-time, student, temporary, and contract employees, and consultants.

GUIDELINES

Company-sponsored function defined

A Company-sponsored function is any activity, whether on Talisman premises or off-site which is connected to a Talisman social or work-related event. This may include organized Talisman functions such as Christmas parties, receptions and celebration dinners, as well as unplanned, informal gatherings.

Standard of Conduct

Do not drink and drive. All employees are responsible for themselves and their guests.

RESPONSIBILITIES

Company: The Company will provide options for alternative modes of transportation at a Company-sponsored social event where the situation necessitates, e.g. taxi cabs.

Employees: Employees are responsible for accessing the employer-provided options or making their own safe and reliable arrangements if they plan on consuming alcohol at social events.

PROCEDURE

Any employee or guest who shows visible signs of intoxication, or is suspected of intoxication, at a Company-sponsored event, will not be served further alcoholic beverages. All employees are strongly encouraged to take steps to ensure their fellow employees, and their guests, do not drink and drive while under the influence of alcohol.

If an employee recognizes an individual who shows visible signs of intoxication, or is suspected of intoxication, at a Company-sponsored function and is not comfortable confronting the individual, the employee should bring the situation to the attention of a Manager or Supervisor.

The individual who is impaired should be required to immediately and safely leave the event. The Company will make arrangements for alternate transportation in such circumstances.

If the manager or event coordinator reasonably suspects the individual to be intoxicated and the individual refuses to leave in alternate transportation, the authorities will be contacted immediately by either the individual's manager, or the event coordinator.