



HEALTH, OCCUPATIONAL, INDUSTRIAL AND FIRE SAFETY POLICY EN+ GROUP IPJSC

APPROVED

by the Board of Directors of

EN+ GROUP IPJSC

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1. Purpose and application of this Policy

- 1.1 This Policy (the “Policy”) aims to set out the health, occupational, industrial and fire safety (abbreviated as “OHS”) principles and commitments of EN+ GROUP IPJSC (the “Company” and together with its subsidiaries, the “Group”).
- 1.2 The Group acknowledges its responsibility to the society for OHS as an inherent part of its business. The Group acknowledges its responsibility for the possible negative effect of its business activities and is convinced that such operations can be and must be conducted without incidents, accidents, occupational illnesses and other casualties.
- 1.3 The Group is guided by its corporate values and effectively employs available resources to ensure a high level of OHS.
- 1.4 The Group works toward attaining the following OHS objectives:
 - + Ensuring safe working conditions for all workers and contractors;
 - + Ensuring protection of vital interests of each individual and the society at large from accidents at the Group’s hazardous industrial production facilities and also the effects of such accidents;
 - + Preventing the occurrence of incidents, accidents and fires at the Group’s hazardous production facilities;
 - + Comply with measures aimed at the prevention of incidents, accidents and fires at the Group’s hazardous production facilities and eliminate the effects of such events, if any.
- 1.5 This Policy is binding on:
 - + All corporate governance bodies of the Company, including the Board of Directors of the Company and its Committees, as well as the corporate governance bodies of other Group companies;
 - + All structural units and production entities of the Group;
 - + All legal entities of the Group.

2. Principles of OHS

- 2.1 Protecting human life and health from threats related to harmful and dangerous industrial factors, consequences of accidents and fires (hereinafter referred to as “hazards”) is the Group’s highest priority. No production, commercial or other purposes or circumstances may be considered as a reason for failure to ensure OHS.
- 2.2 The Group adheres to the zero injury concept, considering it an indisputable fact that any accident harmful to life and health can be prevented, where the cause is not a natural disaster.

3. Our commitments

- 3.1 Assumption of equal responsibility for protection against life and health hazards of its own employees, employees of contractors and third parties.
- 3.2 Respect for the employees' right for safe work, and provision of the right to decline any job because of dangerous or unsafe conditions.
- 3.3 Compliance of the products and services of the Group as supplier with the OHS requirements and expectation that suppliers and contractors of the Group provide services and supply goods that fully comply with the OHS requirements.
- 3.4 Compliance with all applicable national laws and assumed obligations.
- 3.5 Continuous improvement of processes and general levels of OHS.

4. How we ensure Health and Safety

- 4.1 The Group sets up an OHS process management system by adopting internal regulations that stipulate the liability of line managers and managers of operating entities responsible for operation of the industrial production facilities, by allocating resources required for ensuring OHS relevant to their powers and authorities.
- 4.2 Managers of operating entities, chief engineers and line managers responsible for operation of the industrial production facilities:
 - + Are personally responsible for OHS at the production facilities, business units and sites under their management;
 - + Conduct an open dialogue with employees, contractors and other stakeholders regarding the OHS compliance;
 - + Take all measures required to prevent health and life hazards at the production facilities, business units, and sites under their management;
 - + Are proactive leaders in planning and implementing measures to improve OHS;
 - + Ensure that employees participate in identifying OHS risks;
 - + Ensure strict compliance by employees with the OHS requirements.
- 4.3 Managers of all levels ensure OHS at workstations, of processes and equipment, train employees, motivate them to work safely, guarantee that workers may participate in improving OHS, and expect them to:
 - + Comply with the OHS requirements in their work;
 - + Prevent other employees from violating the OHS requirements, especially the basic and fundamental regulations;
 - + Exercise their right to decline to work in unsafe conditions;
 - + Immediately report any accident, near miss, risk or hazards that has caused or might cause harm or pose a threat to life or health.

5. General Director's Commitment

The General Director of the Company undertakes to adhere to this Policy and:

- 5.1 To require that the managers at all levels strictly comply with the principles and obligations stipulated herein and take decisions based on them;
- 5.2 To demonstrate his/her personal commitment to the objectives and principles set out herein;
- 5.3 To provide utmost support in implementing this Policy.