



Энергия Юга

Occupational Health and Safety Policy of Energiya Yuga LLC

Approved by the General Director on February 25, 2022

Energiya Yuga LLC is an engineering company providing services including surveys and inspections, design, equipment supply, construction and installation works, commissioning, and engineering services (Installation and modernization of electrical equipment for power supply networks up to and including voltage levels above 330 kV).

The Company recognizes the preservation of life and health of its employees during their work activities as the highest priority in the field of occupational health and safety, as well as the protection of visitors and representatives of contractor and subcontractor organizations present at Energiya Yuga LLC facilities, and declares that the life and health of every employee constitute the Company's core value.

The occupational health and safety policy:

- is aimed at preserving the life and health of employees during the performance of their work activities;
- is focused on ensuring safe working conditions and managing the risks of occupational injuries and work-related diseases;
- corresponds to the specific nature of the Company's economic activities and work organization, as well as to the characteristics of occupational risks and the Company's capabilities in managing occupational health and safety;
- reflects the objectives in the field of occupational health and safety;
- includes the employer's commitments to eliminate hazards and reduce occupational risk levels at workplaces;
- includes the employer's commitment to continuously improve OHMS (the Occupational Health and Safety Management System);
- takes into account the opinions of employees authorized by the workforce.

MAIN OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES OF ENERGIYA YUGA LLC:

- creation of healthy and safe working conditions;
- consistent and continuous reduction of occupational injuries and work-related diseases;
- creation and maintenance of a positive employer image in the labor market, strengthening the confidence of customers, investors, creditors, and other stakeholders;
- ensuring a high level of corporate safety culture.

TO ACHIEVE THE STATED OBJECTIVES, ENERGIYA YUGA LLC UNDERTAKES THE FOLLOWING COMMITMENTS:

- to ensure that the preservation of life and health of employees during work activities takes priority over production results;
- to demonstrate commitment to occupational health and safety issues by top management and managers at all levels of the organization;
- to ensure that production activities comply with state regulatory occupational health and safety requirements, the requirements of international agreements, industry and local regulatory acts on labor protection;
- to provide safe working conditions for employees at facilities and to prevent occupational injuries and deterioration of employees' health;
- to prevent injuries to third parties at Energiya Yuga LLC facilities;
- to ensure the prevention of accidents, incidents, and emergencies;
- to identify workplace hazards, assess occupational risks, and manage them effectively, taking into account the specific nature of production activities;
- to encourage implementation of innovative approaches and technologies that ensure employees' safety;
- to continuously improve and enhance the effectiveness of the Occupational Health and Safety Management System, taking into account modern methods, standards, and best practices in occupational health and safety;
- to foster a culture of safe behavior among employees and ensure compliance with occupational health and safety requirements during work activities;
- to establish and maintain the necessary competence of managers, specialists, and other employees to enable them to fulfill duties related to ensuring and complying with occupational health and safety requirements;
- to create conditions aimed at providing maximum support to competent and qualified employees in order to enable long-term professional employment;
- to increase employees' motivation to comply with occupational health and safety requirements during work activities and to enhance their level of qualification;
- to take measures to encourage employees of subcontractor organizations to comply with occupational health and safety requirements when performing work at Energiya Yuga LLC facilities;
- to conduct consultations and involve employees and their representatives in active participation in occupational health and safety management and in ensuring safe working conditions;
- to promote occupational health and safety awareness in order to prevent occupational injuries and work-related diseases among workers.

As part of its development strategy and within the context of this Policy, the management of Energiya Yuga LLC demonstrates its commitment to the principles of the "Zero Injury" concept.

Any initiatives proposed by employees of Energiya Yuga LLC and other stakeholders aimed at ensuring and improving occupational health and safety conditions will be reviewed, supported, and duly recognized.

The management of Energiya Yuga LLC guarantees the allocation of the necessary resources and the creation of appropriate conditions to fulfill the commitments set forth in this Policy.

Recognizing the Company's core values, key objectives, and assumed obligations, the management of Energiya Yuga LLC assumes full responsibility for the implementation of this Occupational Health and Safety Policy.

