

Appendix No. 3

To Minutes of the Meeting of the Board of Directors
No. 18-SD-2018 of 30.11.18

**JOINT STOCK COMPANY “VO “SAFETY”
(JSC VO “Safety”)**


Safety Culture Policy

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Management document	Safety Culture Policy
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APPROVAL AND AGREEMENT PAGE

Action	Position	Full name	Signature	Date
AGREED BY	Director of Quality Management Department	E. Rusanova		15.09.2010

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1 Scope

1.1 The present Safety Culture Policy (hereinafter referred to as the Policy) determines the position expressed by the top management of Joint Stock Company "VO "Safety" (hereinafter referred to as the Company) regarding the safety culture.

1.2 This Policy is the document of the integrated management system (hereinafter referred to as the IMS); it applies to the activities of the structural units, branches and officials in the framework of the effective IMS.

1.3 The present Policy has been developed with due account taken of the recommendations of IEAE GSR Part 2 "Leadership and Management for Safety. General Requirements", as well as requirements of NP-001-15 of the Federal Rules and Regulations in the Field of Atomic Energy Use "General Provisions for Nuclear Power Plant Safety Assurance".

1.4 The Company's Director General shall bear responsibility for arranging development and approval of the document at the Board of Directors of JSC "VO "Safety".

1.5 The Safety Culture Policy shall be subject to revision, updating and improvement should there be any changes in the Company's development priorities and business environment. The Quality Division of the Quality Management Department shall bear responsibility for execution, retention, and revision of the present document.

2 Safety Culture Policy

Joint Stock Company "VO "Safety" (hereinafter referred to as the Company) being fully aware of the potential hazard of the negative impact on the environment, safety of employees, safe operation of nuclear facilities (hereinafter referred to as NF) and hazardous industrial facilities (hereinafter referred to as HIF), establishes the following priority objectives:

- the priority objective is to ensure safety of work sites, as well as nuclear, radiation, technical, industrial, fire, environmental and occupational safety during implementation of statutory activities;
- declaration of the priority of employees' life and health over the results of the Company's production activities;
- implementation of the Company's strategic objectives related to safe conduct of all activities;
- achievement and maintaining of indicators of all types of safety, labour protection, and environmental protection in accordance with the best practices;
- understanding by every employee that his/her activities affect the safety, as well as their awareness of the consequences, which may be caused by non-observance or poor fulfillment of the requirements set forth in regulatory documents, production instructions and job descriptions.

The Company's top management strives to achieve the set objectives to the greatest extent possible by means of resolution of the following tasks:

- integration of the safety culture in all types of activities;
- allocation of responsibilities and authorities of the personnel, continuous improvement of the training system aimed at enhancement of the personnel safety culture;
- establishing by the managers of all levels of the atmosphere of trust and such approaches to collective work, which could promote strengthening of positive attitude towards safety;
- enhancement of employees' personal motivation in safe execution of activities, material and moral incentives;
- encouragement of employees' questioning attitude, strictly regulated and balanced approach during execution of professional activities;
- regular monitoring how the Company's employees are implementing the present Policy by means of self-assessment and external evaluation of the safety culture level;
- ensuring that every manager and employee of Company understands inadmissibility of concealment of errors in their activities, necessity of detection and elimination of their root causes, as well as necessity of continuous self-improvement.

The top management undertakes the following obligations in order to achieve the objectives set:

- to communicate the adopted Policy to all personnel of the Company, consistently implement it in the practical activities, establish the necessary authorities and responsibilities for implementation thereof;
- to develop and improve the safety culture as an integral component of the safety management system being part of the Company's integrated management system;
- to form, promote and develop the Company's employees' commitment to observe the main principles of the safety culture.

The top management urges all employees to observe the principles of the safety culture as well as to take an active part in implementation of the Company's safety culture policy; it guarantees allocation of administrative, material and financial resources to achieve the objectives set.

Director General

V. Tikhonov

