

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

**POLICY
in the Field of Occupational
Health and Safety**

P IMS_OT-2019

Management document	Occupational Health and Safety Policy
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APPROVAL AND AGREEMENT PAGE


Action	Position	Full name	Signature	Date
AGREED UPON BY	Director of Quality Management Department	E. Rusanova		15.05.2020

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1 Scope

1.1 The present Policy in the field of occupational health and safety (hereinafter referred to as the Policy) determines the stance of the top management of Joint Stock Company "VO "Safety" (hereinafter as the Company) in the field of occupational health and safety.

1.2 The present Policy is an integrated management system (hereinafter referred to as the IMS) document and it applies to the activities of structural subdivisions, branches and officials within the frames of the effective IMS.

1.3 The present Policy is developed with due regard to the requirements of ISO 14001, other documents of the Company's IMS and it is consistent with the recommendations of the International Atomic Energy Agency (IAEA).

1.4 The responsibility for the organization of the document development and approval by the JSC "VO "Safety" Board of Directors lies with the Director General of the Company.

1.5 The Occupational Health and Safety Policy is subject to revision, correction and improvement in case of changes in the Company's development priorities and conditions. The Quality Division of the Quality Management Department shall be held responsible for formal execution, storage and introduction of changes hereto.

2 Occupational Health and Safety Policy

The management of the Joint Stock Company "VO "Safety" realizes the nature and extent of risks associated with the Company's activities, their responsibility for safety of their operation processes, the Company's employees health protection and labour safety and takes them into account in the implementation of the Company's development strategy.

The Company's Occupational Health and Safety Policy is aimed at preventing accidents in the work process, at preserving health of the Company's employees, as well as at minimizing risks and possible incidents during their work. Life and health of the employees is the main value of the Company.

In decision-making the Company's management takes account of the priority to safety in any types of activities that can affect the Company's employees and develops understanding by each of the Company's manager and employee of the inadmissibility of hiding errors in their activities, the need to identify and eliminate the causes of their occurrence.

The main principles of safety assurance in the field of occupational health and safety are as follows:

- recognition and ensuring the priority of preserving the life and health of employees in relation to the results of activities;
- implementation of consistent and uninterrupted measures (actions) to prevent incidents, occupational injuries and diseases, including through occupational risk management;
- development of an environment of social partnership in matters of health and safety of the Company's employees, prevention of injuries and occupational diseases;
- implementation of the state policy of the Russian Federation in the field of occupational health and safety in the Company by complying with the requirements of relevant federal regulations and applying international standards, programs for occupational safety and improvement of working conditions;
- planning, financing and implementation of measures aimed at reducing occupational injuries and diseases, continuous analysis of the effectiveness of organized processes and their improvement.

To achieve the established goals the Company's undertakes the following obligations:

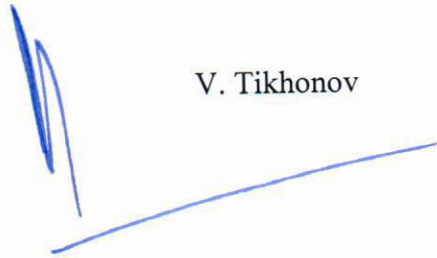
- To ensure health protection, safe and favorable working conditions for the Company's employees, applying the full range of preventive measures to exclude the possibility of dangerous situations, accidents and deterioration of the health of employees;
- To implement a set of interrelated measures in the Company aimed at eliminating hazards and reducing risks, and, if they cannot be eliminated, at creating controlled working conditions that help reduce the risk to employees;
- To ensure compliance with and fulfillment of legal, regulatory and other requirements related to the health and safety of the Company's employees;
- To ensure the effective operation, carry out periodic analysis to enhance and constantly improve the management system of occupational health and safety;
- To observe the priority of planned and implemented actions and measures related to the prevention of injuries and occupational diseases at work, before responding to events that have occurred;
- To develop and maintain the Company's employees' commitment to the principles of safety culture and involve employees in all elements of the health and safety management system;
- To provide guaranteed information and advice to the Company's employees on health and safety issues, on existing risks of harm to health, and on measures to protect them against exposure to harmful and dangerous factors;

– To involve the Company's employees in active participation in the management of the health and safety management system, create conditions in which each employee is aware of his/her responsibility for their own safety and the safety of the people around him/her;

– To improve the competence of the Company's employees in the field of occupational health and safety and conduct training in safe methods and techniques for performing work;

To create conditions under which the most efficient achievement of the goals of activities in the field of occupational health and safety is ensured, is regarded by the Company as the main task of implementation of this Policy.

Director General



V. Tikhonov

