



**ЖАНАЖОЛ МҮНАЙ
СЕРВИС**

HSSE Policy

Approved by the decision of the Director of "Zhanazhol Munai Service" LLP from January 04, 2018
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Health, Safety, Security and Environment Policy

HSSE Policy

The policy of “Zhanazhol Munai Service” LLP (hereinafter referred to as the Company) in the field of Health, Safety, Security and Environment (HSSE) is aimed to prevent injuries and accidents, reduce the environmental impact and continuous improvement of healthy and safe working conditions for employees.

The company highly appreciates its workforce. In this regard, the Company constantly strives to create a safe working environment that is supportive, healthy and safe for its employees, takes all measures to prevent industrial injuries and diseases, and constantly strives to identify hazards and risks at workplaces.

The Company's management fully adheres to the principles of effective HSSE management and continuous improvement, taking into account industry's best practices and compliance with all the applicable national and international standards of HSSE. The company also firmly adheres to the principles of pollution prevention and environmental protection, minimizing the negative impacts caused by the activities of the Company. The company has identified specific goals and objectives in the field of HSSE and monitors the Company's performance to achieve these goals.

The Company's management assumes responsibility for protecting the health and safety of employees at workplaces, for analyzing, providing the necessary resources and conditions for security, health, safety and environmental management systems, fully maintaining environmental safety and preserving the natural environment at the sites of Company's operation. The company carries out the implementation of the necessary measures for the implementation of policies in the Company on the management of HSSE.

This policy is an internal regulatory document of the Company. The duty of all employees of the Company, carrying out activities on behalf of the Company, with full dedication to engage in implementing an HSSE management system.

POLICY PROVISIONS

The company adheres to the following principles:

- recognition of priority of life and health of employees in relation to the business activities;
- every employee has the right to work in the safest conditions;
- close communication with employees, public organizations, government bodies in solving security problems;
- preservation of favorable environment, rational use of resources.

The complexity of modern business conduct requires an integrated approach in managing HSSE issues.

Under these conditions, the Company performs the following:

- creating safe working conditions;
- training employees;

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- ensuring the safety of equipment, including the certification of the main process equipment for proper control over its safety;
- ensuring the safety of buildings and structures;
- providing workers with personal protective equipment;
- ensuring optimal work and rest schedules;
- ensuring the safety of employees;
- periodic review of production equipment with regard to safety;
- investigation of accidents and occupational diseases;
- stand certification of employees for safety knowledge and position;
- development and enforcement of a comprehensive plan for the prevention of injuries and occupational diseases.

Employees will be given instructions {for a particular place / place of work}, establishing security measures at work, both at a regular and at a different workplace.

These instructions should contain:

- general safety requirements;
- safety requirements before starting work;
- safety requirements during operation;
- safety requirements in emergency situations;
- safety requirements at the end of the work.

KEY POLICY OBJECTIVES

- Minimize the number of violations of the law identified by government regulatory agencies;
- Create workplaces with safe and healthy working conditions for employees, ensuring safety and protecting public health;
- Prevention of accidents;
- Reducing risks associated with the possible damage to the life and health of employees;
- Creating safe working conditions at workplaces;
- Continuing professional development of employees in the field of HSE&S;
- Continuous improvement of the state of industrial safety and other security measures;
- Ensuring the receipt of operational information for making adequate management decisions,



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including emergency situations;

- Maintaining a supportive environment;
- The use of advanced technologies and equipment, implementation of industrial and environmental monitoring, internal inspections and maintaining a high level of equipment of the Company's emergency response forces and facilities.

WAYS TO ACHIEVE GOALS

- Compliance with legislation, standards and all applicable HSSE regulations and rules;
- Ensuring and continuously improving healthy and safe working conditions for their employees in the workplace and involving all employees in the process of identifying, assessing, analyzing and managing operational and behavioral risks;
- Creation of safety measures and precautions in the workplace;
- Reducing the environmental impact to permissible levels;
- Identifying and analyzing industrial and environmental risks that threaten the life and health of employees, the environment, and their management;
- Accessible and practically reasonable implementation of all implemented measures to prevent emergencies and incidents that could cause harm to the health of employees, and if they occur - the implementation of measures by the Company's staff to mitigate their consequences for the health of employees and the environment, to eliminate the consequences, to minimize damage, identification and elimination of their causes;
- Implementation of necessary measures to eliminate industrial accidents and industrial injuries;
- Improving production safety and culture of safe behavior of employees based on the commitment of management to the goals and objectives in the field of HSSE;
- Introduction of advanced and safe, energy- and resource-saving, environmentally friendly and low-waste technologies aimed at reducing emissions of pollutants and greenhouse gases and improving energy efficiency;
- Formation and improvement of corporate systems of management and control of labor protection, industrial and fire safety, and the environment;
- Support of facilities and management systems that ensure the safety of employees and property;
- Prevention and effective response to emergency situations, including elimination of their consequences;
- Presentation to contractors of the requirements of their compliance with this policy, internal documents and decisions of the Company in the field of HSSE, with constant monitoring of their



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implementation;

- Use of effective methods and management systems in the field of HSSE (communication and information, warning systems);
- Training employees in safe working methods and their continuous improvement professional qualifications, competence, awareness, responsibility and culture in the field of HSSE;
- Conducting ongoing monitoring and, if necessary, improving working conditions;
- Ensuring sufficiently safe equipment to perform the assigned tasks;
- Involving all Company personnel to actively participate in security measures;
- Developing effective procedures for the preparation and implementation of safety measures in the areas of industrial safety;
- Ensuring the awareness of interested persons about the state of the environment, working conditions and safety measures;
- Constant improvement of the existing and introduction of new technologies in accordance with the standards and requirements in the field of HSSE;
- Constant interaction with state authorized bodies in the field of HSSE;
- Compliance by the Company's employees with the requirements of the legislation of the Republic of Kazakhstan, as well as the requirements of international standards in the field of environmental protection, health, safety and occupational safety, safe working conditions, environmental protection standards and environmental safety.

FINAL PROVISIONS

The management of the Company is responsible for the implementation of this policy and the achievement of goals regarding the implementation of security measures. Company management expects employees to:

- comply with all the security measures;
- take actions with the necessary degree of care with regard to their personal safety, the safety of the people around them;
- take responsibility preserve a favorable environment for the society.

This document is open and available to all interested parties.