



**SMNM
VECO**

HEALTH, SAFETY (INDUSTRIAL SAFETY) AND ENVIRONMENT PROTECTION POLICY

Health protection, labor safety and environment protection are the highest priorities of SMNM-VECO, Engineering Construction Company. Commitment to Health, Safety and Environment is an integral part of SMNM-VECO's business.

Company purpose is to maintain flawless operation of existing assets owned by the largest oil and gas companies and to ensure that a flexible and balanced approach is applicable to achieve established goals and provide Client with a wide range of competent construction and engineering solutions generated by a team of professionals who share the same values and demonstrate careful and respectful attitude to human life and health, environment and community.

Our Health, Safety (Industrial Safety), Environment Protection Principles are as follows:

1. Ensure that protection of personnel lives and health and environmental protection are identified as priorities.
2. All employees shall be responsible to comply with requirements of regulations, rules, standards and guidelines related to Health, Safety (Industrial Safety) and Environment.
3. Implement and improve HSE Management System to ensure risk mitigation.
4. Strive to continuously improve Health, Safety (Industrial Safety), and Environment condition.
5. Develop and implement preventive measures to avoid accidents, incidents and industrial injuries. **Our purpose is Goal-Zero!**

6. Continuously improve personnel qualification.

7. Develop a culture of safety behaviour and improve work safety practices.

8. Continuously monitor work conditions and labor safety, industrial and environmental safety.

9. Require Contractors and Sub-contractors to comply with SMNM-VECO, Engineering Construction Company's Health, Safety (Industrial safety) and Environment Policy.

10. Inform employees of Health, Safety (Industrial Safety), and Environment condition at SMNM-VECO, Engineering Construction Company's Assets. Communicate with employees in order to improve intervention culture.

Company management always follows the principle of *Our Employees are Our Best Investments*.

Our employees demonstrate compliance with legal requirements, codes and procedures and show polite and respectful attitude to those around us in any situation.

Every employee will intervene and take measures to immediately stop any unsafe acts and works that are performed with no regard to safety requirements.

We take care of ourselves, our colleagues and our significant ones whose safety, health and well-being are the key to our Company prosperity.

These golden rules apply to all main processes and daily business of LLC SMNM-VECO, ECC.

LLC SMNM-VECO, ECC Director

Andrey V. Solomakhin