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HSE POLICY

Scope

To establish clear guidelines on effective Company Health, Safety and Environmental Protection Policy.

Responsibility

The Company Senior Management shall be responsible for establishing and maintaining effective Health, Safety and Environmental Protection Policy. Every individual employee shall be responsible for observing and maintaining Company Policy on Health, Safety and Environmental Protection.

Process

The Company Management team believes that Health, Safety and Environment Protection are of equal importance to all other business objectives. Excellence in Safety is compatible with excellence in other business parameters such as Quality, Productivity and Profitability; they are mutually supportive. Our Company strives to be pioneer amongst Kazakhstan Companies in achieving and maintaining International Standards in Health, Safety and Environmental Protection and to be recognized for Safety, Health and Environmental Protection excellence. We believe that all injuries and occupational illnesses can be prevented; Safety can be well managed and self-managed.

It is Company Policy to conduct all activities in such way as to:

- Provide for safe practices in ship operation and a safe working environment;
- Assess all identified risks to its ships, personnel and the environment and establish appropriate safeguards;
- Continuously improve safety management skills of personnel ashore and aboard ships, including preparing for emergency related both to safety and environment protection;
- Ensure that Health, Safety and Environmental Protection issues have equal status with all other primary business objectives;
- Consider primarily the Health and Safety of its employees, contractors and any third parties who may be affected;
- Protect and prevent pollution of the Environment, whilst seeking improvements in the efficient use of natural resources;
- Verify conformity with Company Policy and Government Regulations; ensure that employees and contractors understand their Health, Safety and Environmental Protection responsibilities;
- Have an open culture where personnel take pride in working safely and protecting the environment.


The Company Policy will be achieved by adhering closely to the following principles:

Health:

- Ensure that all activities are conducted within the parameters of, and comply with, current national and international Health legislation;
- Establish Health and Safety procedures and practices in all operations, and strive toward an incident-free workplace;

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C	July 2017	Review/Update	S. Mironov	S. Belov	T. Sharapiev

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- Conduct activities in such a way as to avoid harm to the health of employees and third parties and implement the necessary measures to maintain the continued good health of employees;
- Undertake health awareness and education campaigns; promote openness and participation in health matters;
- Provide appropriate training in health-related matters, and assure the employees that disclosures of medical conditions are treated with confidentiality.

Safety:

- Ensure that all activities are conducted within the parameters of, and comply with, current national and international Safety legislation;
- Actively promote a high standard of Safety and conduct all activities based upon the principle that all injuries are preventable;
- Be committed to creating a Safe System of Work to reduce the risk of work related injuries;
- Provide properly engineered facilities, plant and equipment and maintain them in a safe and secure mode;
- Provide adequate resources for safe equipment and, as appropriate, personal protective equipment;
- Encourage employees to evaluate assigned tasks and participate in HSE meetings to resolve problems and difficulties in a positive, productive and safe manner;
- Undertake campaigns of Safety Awareness and Education to promote openness and participation in safety matters;
- Provide effective training to enable staff to work in a safe way.

Environment:


- Ensure that all operations are conducted within the parameters of, and comply with, current national and international Environmental Protection legislation;
- Make Environmental Protection considerations a priority in planning and development of products and services;
- Undertake all operations with proper regard for Environmental Protection and always strive to reduce environmental risk to a level that is as low as reasonably practicable;
- Reduce waste and the consumption of materials, fuel and energy; reduce, and avoid where practicable, emissions and discharges;
- Reduce the hazards and adverse environmental effects of new developments to a level that is as low as reasonably practicable;
- Promote a sense of Environmental Awareness and responsibility in employees through provision of staff training and awareness programs;
- Participate in suitable Environmental Protection initiatives;
- Work toward the goal of environmentally sustainable economic development.

We will visibly uphold the principles of this policy through Company's strategy and action plans, supported by visible management commitment and through the individual contributions of all employees. Our Management will be committed to excellence and drive the agenda by establishing a vision, values and goals; by seeing that all line managers have safety improvement objectives; by auditing performance; and by visible personal involvement.

All Company Managers and Supervisors will be accountable for the health and safety of those working under their control. Their responsibilities include the promotion and implementation of Company Policy,

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continuous development of job skills, systems and procedures, in full understanding and recognition of the importance of Health, Safety and Environmental Protection.

Signed



 General Director

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