



# OCCUPATIONAL HEALTH AND SAFETY POLICY

2023



**Acron Group is a major global mineral fertiliser producer.**

● **THE GROUP'S KEY OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES:**

1. Provide safe working conditions and protect the lives and health of employees
2. Ensure reliable operations of hazardous production facilities

● **ACRON'S MANAGEMENT UNDERTAKES TO:**

- Conduct its production operations in accordance with the requirements of Russian environmental laws
- Comply with Russian laws and regulations on occupational health and safety
- Develop and implement measures, involving internal and external employees, to prevent occupational injuries and diseases and mitigate occupational risks and hazards
- Develop and implement action plans to localise and recover from industrial accidents in order to prevent similar situations at production facilities
- Involve the Group's and third-party personnel into improvement of occupational health and safety management system

● **GUIDELINES FOR EMPLOYEES TO IMPLEMENT THIS POLICY:**



**Prevent injuries, industrial accidents and incidents**

Any adverse event is unacceptable and indicates that the system of occupational health and safety management is inadequate.



**Safety first**

If the performance of any production task conflicts with safety requirements, it must be cancelled or revised.



**Personal responsibility**

All Group's and external employees are responsible for their personal safety, while their line managers are in charge of arranging and ensuring safe operations of their teams.



**Integrity and transparency**

It is unacceptable to misrepresent, conceal or withhold occupational health and safety information.



**Leadership**

Every employee, from the worker to the CEO, shall be involved in the occupational health and safety efforts and encourage their subordinates to do the same.

**The Group's management acknowledges its responsibility for ensuring industrial safety, creating healthy and safe working environment and allocating sufficient financial, technical, human and other resources for this purpose.**