

Policy of Svarog LLP for health and labor safety.

Svarog LLP policy for health and labor safety is mainly aimed at provision of safe labor conditions, prevention of risks to protect health of the company's personnel, employees of subcontract organizations and people in the regions of works executions, as well as realization of programs, trainings and internal control required for these targets. The policy is based on the requirements of Russian and foreign standards.

The task of the Company's managers is to exclude injuries, occupational diseases and environmental damage. We are committed to protecting human, material and financial resources of the Company, putting a priority on safety.

The Company's targets:

- to operate with minimum risk to employees and environment;
- to improve labor conditions and provide safety continuously;
- to aim to reach the safety level corresponding to the contemporary state of technology development;
- to increase effectiveness of industrial control of following safety rules and labor safety at the Company's and Customer's objects by introduction of state-of-the-art technologies and equipment;
- to discuss the issues of quality, labor safety, industrial safety and environmental protection with all our employees and other concerned parties to increase the level of safety culture.

To reach these targets the Company shall:

- Consult with, pay attention to and cooperate with the employees, customers and other parties working with us.
- Work with partners, suppliers, competitors, industrial groups and supervisory authorities for HSES standards increase in our sphere.
- Encourage the employees of our company that contribute into HSES improvement.
- Provide organization of the corresponding and integral trainings for our employees and other parties to support employees' technical competence and HSES culture at high level.
- Inform every employee that THERE NO OPERATION THAT WE CAN NOT ORGANIZE SAFELY! Reaching higher labor safety level is an obligation of both administration and every employee of the Company!
- Put a priority on life and health of people over other targets and teaks of production process. Each employee shall have the right and must STOP WORKING if operational conditions are not safe.
- Participate in processes of risks management, loss control and monitoring both in the company and with our customers to ensure that our HSES management systems operate properly, and that hazardous factors and risks are assessed and mitigated.
- Make labor safety provision an integral part of the company, department and party management process; and prevention of occupational diseases – the part of

official duties of every qualified person, party chief and works manager. Every injury shall be considered as failure and improper execution of official duties.

- Maintain credibility of all the parties working with us at reliability of the works executed by us.
- Expect from all the parties working with our Company that they should keep high level of HSES rates as we require from our company, and support the Company's efforts aimed at realization of high HSES standards in all aspects of our operations.
- Provide information for every employee about the approved Policy for health and labor safety, its targets and principles.
- Apply high safety standards to subcontract organizations.
- Operate in strict correspondence with regulatory and legal requirements of the RF.

The managers shall be obliged to undertake all the required means aimed at prevention of injuries, deterioration of health and improvement of health and labor safety management system; as well as performance rates in the sphere of health and labor safety by repeated analysis and updating the system.

Director of Svarog LLP



S.N. Duginov

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