



**ORDER**

No. 01/01-01-17 dated April 29, 2019

**On Approval of the Occupational Health and Safety Policy of Cherkizovo Group**

To meet the statutory requirements of the labor laws of the Russian Federation,

**I HEREBY ORDER:**

1. To approve and put into effect the Occupational Health and Safety Policy of Cherkizovo Group (see the Annex).
2. For the heads of Cherkizovo Group segments and companies, to develop and approve an Occupational Health and Safety Policy for legal entities within their scope of responsibility pursuant to clause 1.
3. Vyacheslav Ilyinsky, Head of Health, Safety and Environment, shall oversee the implementation of the Order.

**CEO**

*[Signature]*

**Sergey Mikhailov**

Responsible officer: Vyacheslav Ilyinsky

Tel: ext. 12-538.



**CHERKIZOVO**  
SINCE 1974

Public Joint Stock Company "Cherkizovo Group"

Annex  
to Order of Cherkizovo Group CEO  
No. 01/01-01-17 dated April 29, 2019

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# **OCCUPATIONAL HEALTH AND SAFETY POLICY OF CHERKIZOVO GROUP**

Version No.: 1

Effective starting *April, 29 2019*

**Moscow, 2019**

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## 1. Purpose

The purpose of the Policy is to determine unified principles of and approaches to occupational health and safety at Cherkizovo Group.

## 2. Scope

The Policy applies to all employees of Cherkizovo Group.

## 3. Responsibility

Head of Health, Safety and Environment shall be responsible for developing and updating this Policy.

## 4. Regulations

To develop this Policy, the following documents were used:

- Model Regulations on occupational safety and health management system approved by Order of the Ministry of Labor and Social Protection of Russia No. 438n dated August 19, 2016.

## 5. Terms and definitions

The following terms and definitions are used in the Policy:

**Employee** is a person employed by Cherkizovo Group, including part-time personnel;

**The Company** is Cherkizovo Group;

**Counterparty** is one of the parties in civil law contracts.

## 6. Policy

6.1. Cherkizovo Group's operations are of strategic importance for the Russian economy. The Company is fully aware of its responsibility towards society for creating a safe working environment and for compliance with the occupational health and safety requirements. In all its activities, the Company recognises the priority of the lives and health of its employees over its operational performance. The management of Cherkizovo Group considers occupational health and safety to be indispensable elements of the Company's effective governance.

6.2. Occupational health and safety objectives:

- creating a safe working environment and protecting the lives and health of employees;
- minimizing the number of accidents and incidents at hazardous production facilities.

The Company shall deliver on these objectives by taking steps to prevent emergencies, occupational diseases, accidents and incidents based on:

- identification of hazards;
- systematic risk assessment and management;
- continuous improvement of employee competences.

6.3. Occupational health and safety responsibilities.

To deliver on the objectives stated in the Policy, the Company shall assume the following responsibilities:

- ensuring effective functioning and continuous improvement of occupational health and safety management systems;
- continuously reducing the number of occupational injuries, diseases and accidents;
- ensuring compliance with the requirements of the occupational health and safety laws and federal and regional regulations;
- assessing and managing risks to prevent accidents and damages to property and equipment;
- taking consistent steps to mitigate production risks;
- introducing R&D developments, innovative technologies and methods in operations;

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- involving employees in activities aimed at meeting occupational health and safety requirements;
- setting the stage and creating motivation for each employee to be aware of their responsibility for their own safety and the safety of other people;
- continuously improving the expertise of employees;
- providing the necessary organizational, financial, human, material and technical resources to implement this Policy;
- requiring that the counterparties operating at the Company's facilities comply with the occupational health and safety laws and federal and regional regulations.



## Sign-off and mailing list for the draft internal policy

**No. 876371 dated March 13, 2019**

*Legal entity:* Cherkizovo Group  
*Draft internal policy:* Order on the core business  
*Title of internal policy* On Approval of the Occupational Health and Safety Policy of Cherkizovo Group  
*Initiated by* Vyacheslav Ilyinsky, Head of the function  
*Rationale behind the internal policy:* Requirements of the Labor Code of the Russian Federation

*Overview:* Occupational health and safety policy

### Sign-off table

Position	Name	Sign-off	Receipt date	Sign-off date
Head of the division	Marina Budarina	Approved	March 15, 2019	March 15, 2019
Head of the function	Irina Prokofieva	Approved	March 15, 2019	April 4, 2019
Head of Business Development	Evgeny Mikhailov	Approved	April 4, 2019	April 18, 2019

#### The document is filed to:

**For implementation:** Maksim Zudin, Sergey Buylov, Roger Jones, Andrey Khizhnyak, Evgeny Subbotin

**For compilation:** Olga Zykina, Nadezhda Yermolayeva, Olga Barashkova

**For control:** Vyacheslav Ilyinsky

**Notices:**