

INTEGRATED HEALTH, SAFETY, ECOLOGY, QUALITY AND ENERGY EFFICIENCY POLICY OF PJSC «EL5-ENERGO»



Compliance with the standards of the Integrated HSEQEE Policy is fundamental for creating sustainable values in PJSC «EL5-Energo». PJSC «EL5-Energo» constantly seeks to improve the IMS by enhancing the quality of process management, awareness of H&S risks, promoting responsible behavior of the employees, maintaining and improving the IMS in terms of heat and power generation including renewable energy.

PJSC «EL5-Energo» operates its generation facilities, produces and sells electrical (including renewable energy) and thermal energy.

In the HSEQEE Policy, which must be presented to all the employees of PJSC «EL5-Energo», its subsidiaries and stakeholders, PJSC «EL5-Energo» expresses its commitment to its corporate mission "Preserve the heritage, improve the started and develop the new, producing reliable and affordable energy", based on the following values:

- safety,
- reliability,
- leadership,
- responsibility,
- care for people.

Zero accidents and environmental incidents is the major goal of PJSC «EL5-Energo». By ensuring implementation of the Integrated Management System complying with the international standards, such as ISO 45001, ISO 14001, ISO 9001, ISO 50001 PJSC «EL5-Energo» performs its activities by managing risks in a systemic sense, in relation to its customers, stakeholders and those who work at its facilities.

PJSC «EL5-Energo» performs its activities in accordance with the legislation of the Russian Federation to ensure a safe, unified and sustainable environment for the employees and stakeholders.

The main provisions of this Policy are:

- Obligation of PJSC «EL5-Energo» to **increase business efficiency, following the principles of continuous improvement** in relation to health, safety, ecology, quality and energy efficiency;
- Obligation of PJSC «EL5-Energo» to **prevent injuries and health impairment** as well as to continuously improve Health and Safety management and performance;
- Obligation of PJSC «EL5-Energo» to follow **the principles of continuous improvement and prevention of environmental pollution**;
- Obligation of PJSC «EL5-Energo» to **comply with the requirements of the applicable legislation**, as well as of other requirements that PJSC «EL5-Energo» undertakes to fulfill in relation to the risks of business process management, environmental aspects, H&S risks, ecology, quality and energy efficiency;
- The basis for **setting and analyzing the goals related to health, safety, environment, quality and energy efficiency**;
- Obligation to **educate and inform** all the employees of PJSC «EL5-Energo» and external energy consumers **on energy efficiency**.

Following the above-stated, PJSC «EL5-Energo» strives for performing its activities based on the following principles:

- **Unleashing the employees' potential** through information, training and consulting activities to form sustainable skills for safe behavior, increase awareness and a sense of responsibility for their role and capabilities.
- **Implementation, management and maintenance of operation** of the Company's facilities following the best practices and technologies available. This is achieved in a timely and cost-effective manner by integrating the HSE issues into the standard decision-making and management process, taking into account the life cycle analysis approach as well as harmonious and sustainable development prospects.
- **Making all the necessary efforts to reduce and eliminate the H&S risks and to avoid or reduce environmental impacts** through continuous risk assessment and adherence to the established operating procedures.
- **Ensuring the effectiveness of the information and resources** to achieve the goals and objectives of the Integrated Management System.
- **Careful selection of suppliers and contractors**, contributing to their joint and harmonious participation in achieving PJSC «EL5-Energo's» goals in health, safety, environment, quality and energy efficiency. This includes design-related information taking into account purchase of energy efficient products and services affecting energy performance through feedback and collaboration.
- **Increasing the involvement and skills** of the employees of PJSC «EL5-Energo» **through participation and consulting** with their immediate supervisors in pursue of continuous improvement.
- **Achieving satisfaction of all the stakeholders** through meeting PJSC «EL5-Energo» goals.
- **Promoting and maintaining an open dialogue with the citizens, organizations and communities** on the impact of PJSC «EL5-Energo» activities on society, environment, health and safety.

The IMS goals are determined annually and their actual achievement is ensured by continuous monitoring. The results and analysis of achieving the goals form one of the basis for periodic review by the top management.

In accordance with the Code of Ethics determining **the behavior based on the principles of social responsibility and sustainability**, all the people working at PJSC «EL5-Energo» and acting on its behalf are aware of the obligations assumed and they will support the IMS principles.

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