

## **Ecoalliance, LLC Health and Safety Policy**

**Limited Liability Company “EcoAlliance” is a leading Russian company that produces catalytic exhaust gases converting systems and provides the possibility of production of environmentally friendly vehicles and stationary plants.**

The main goal of EcoAlliance management in health and safety policy (hereinafter referred to as EcoAlliance) is to preserve the life and health of EcoAlliance employees while ensuring the efficient and safe development of production.

EcoAlliance health and safety policy is implemented in accordance with the main directions of the State Health and Safety Policy (Article 210 of the Labor Code) and provides a basis for setting goals and objectives for health and safety and their analysis.

**The Health and Safety Policy includes key principles and objectives that EcoAlliance undertakes to implement:**

- ensuring the priority of preserving the life and health of employees;
- compliance with the requirements of federal laws and other regulations of the Russian Federation in the field of health and safety, as well as federal and territorial target programs for working conditions improvement;
- creation and maintenance of EcoAlliance health and safety management system;
- continuous improvement of the health and safety management system;
- conducting a high-quality special assessment of working conditions at workplaces in accordance with the requirements of federal laws and other regulations in the field of health and safety;
- systematic monitoring of working conditions, health and safety;
- promotion of public control over the observance of the rights and legitimate interests of employees in the field of health and safety.

**The main directions of EcoAlliance Health and safety policy include:**

- continuous improvement of working conditions, health and safety of EcoAlliance employees;
- dissemination of the best practices in working conditions improvement;
- material and technical support of health and safety measures;
- making decisions on health and safety issues, considering the reasonable opinion of the primary trade union and other representative of EcoAlliance employees;
- ensuring health and safety, preventing accidents and professional diseases of EcoAlliance employees;
- investigation and record of accidents at production site and professional diseases in accordance with the current legislation;
- protection of the legitimate interests of employees affected by professional diseases and accidents at production site on the basis of compulsory social insurance of employees;
- insurance of EcoAlliance employees under the voluntary insurance contract against accidents and professional diseases;
- providing employees with individual and collective protective equipment, with sanitary premises and devices, treatment and preventive aids at the employer's expense;
- compensation for hard work and harmful and/ or hazardous working conditions established by federal laws and other regulations of the Russian Federation;
- creating conditions that ensure the activity of employees' representatives in accordance with labor legislation, collective agreement, and other EcoAlliance agreements;

- creating conditions for high-quality and systematic improvement of health and safety knowledge, skills and abilities of EcoAlliance employees in performance of official duties.

EcoAlliance Health and Safety policy is subject to periodic review and updating at least once every five years or as required to reflect conditions and decisions changes.

EcoAlliance management undertakes responsibility for the implementation of this policy, for allocation of the necessary resources for this purpose, and informing each employee about this policy.