



**POLICY**  
**in the field of Occupational Health, Safety and Fire Security**  
**of Apatit JSC (Cherepovets)**

The Apatit JSC management (Cherepovets) (hereinafter referred to as the Company) recognizes the priority of protecting the life and health of employees while achieving production and economic results.

The main goal of the Company in the field of occupational health, safety and fire security is to ensure safe and comfortable working conditions at workplaces, to protect the life and health of the Company's employees at all stages of production activities.

**The goal achievement is ensured by the following main lines of activity:**

- compliance with the requirements of international agreements, federal and regional legislation, industry, corporate and other regulatory requirements governing the activities in the field of occupational health, safety and fire security, which are applicable to the Company activities, including by contractors acting in the interests of the Company;
- implementation of preventive actions to prevent injuries, accidents, other incidents and minimize their consequences, reduce the level of potential risks and hazards in the field of occupational health, safety and fire security during production activities;
- assistance in the formation of the industrial culture, increasing the level of personnel knowledge and competence in the field of occupational health, safety and fire security, raising awareness about actions to manage the existing risks and danger;
- consulting with employees and their representatives on improving working conditions, involving them in active participation in the work to ensure occupational health, safety and fire security;
- provision, development and stimulation of personal and collective responsibility of the Company's employees for the compliance with the occupational health, safety and fire security requirements;
- ensuring the transparency of indicators in the field of occupational health, safety and fire security, maintaining an open constructive dialogue with all concerned parties in this area;
- assessment and improvement of the effectiveness of the occupational health, safety and fire security management system.

The Company management undertakes the responsibility for implementing this Policy, confirms its adherence to the principle of continuous improvement of results in the field of occupational health, safety and fire security as an integral part of production activities.

Director of the Cherepovets Complex  
of Apatit JSC

A.B. Gribkov

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