

PJSC EL5-ENERGO INTEGRATED HSEQEE POLICY



Compliance with the principles and approaches of the Integrated HSEQEE Policy is the basis for creating sustainable values in PJSC EL5-Energo. PJSC EL5-Energo constantly seeks to improve the integrated management system by improving the quality of process management, awareness of H&S risks, promoting responsible behavior of employees, maintaining and improving environmental standards in the field of heat and power generation.

PJSC EL5-Energo designs, constructs, operates power generating plants and decommissions them, while supporting the transition to **renewable energy sources**.

In this Policy, which must be brought to the attention of all PJSC EL5-Energo employees, its subsidiaries and stakeholders, PJSC EL5-Energo expresses its commitment to ensuring the fact that actions of PJSC EL5-Energo will be always focused on health and safety of its employees as well as on environmental protection and biodiversity. This includes building a people-centric work environment, **providing safety and improving mental and physical well-being**.

Zero accidents and environmental incidents is the main goal of PJSC EL5-Energo. By ensuring implementation of Integrated Management System that complies with international standards, such as **ISO 9001, ISO 14001, ISO 50001 and ISO 45001**, 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, guidelines and directives of PJSC EL5-Energo in order to ensure a safe, unified and sustainable environment for all the people who work or contact with our infrastructure or those who are affected by it, paying special attention to the necessities of stakeholders.

The main provisions of this Policy are:

- Obligation of PJSC EL5-Energo to ensure maximum business efficiency, following the principles of continuous improvement.
- Obligation of PJSC EL5-Energo to prevent injuries and poor health 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 applicable law, as well as other requirements that PJSC EL5-Energo undertakes to comply and that are related to the risks of business process management, environmental aspects, H&S risks, ecology, quality and energy efficiency
- Basis for setting and analyzing HSEQEE goals.
- Obligation to educate and inform all employees of PJSC EL5-Energo and external energy consumers on energy efficiency.

In accordance with the above-stated principles, PJSC EL5-Energo seeks to carry out its activities based on the following standards:

- **Development** of staff capacity through information, training and consulting activities in order to form sustainable skills for safe behavior, **increase awareness and a sense of responsibility for one's role and capabilities**.
- **Implementation, management and maintenance** of best available practices and technologies at all facilities. This is done in a timely and cost-effective manner by integrating HSE issues into the standard decision-making and management process, taking into account the life cycle analysis approach and the concept of a circular economy, as well as harmonious and sustainable development prospects.
- **Implementation of best decisions to reduce and eliminate H&S risks and to avoid or reduce environmental impacts** through continuous risk assessment and adherence to established operating procedures.
- **Ensuring the effectiveness of 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 HSEQEE goals. This includes design-related information and purchase of energy efficient products and services that affect energy performance through feedback and collaboration.
- **Increasing the involvement** and competence of employees of PJSC EL5-Energo **through participation and consulting** with their immediate supervisors, in order to promote continuous improvement.
- **Satisfaction of all stakeholders** through achievement of PJSC EL5-Energo goals.
- **Promotion and sustenance** of open dialogue with citizens, organizations and communities on the impact of PJSC EL5-Energo activities on society, environment, health and safety.

Specific and tangible goals of the Integrated Management System are determined annually, and their actual achievement is ensured by continuous monitoring. The results and analysis of this process, form the basis for periodic review by senior management.

In accordance with the Code of Ethics of PJSC EL5-Energo, which prescribes behavior based on the principles of social responsibility and sustainable development, all the people who work at PJSC EL5-Energo and act on its behalf are aware of the assumed obligations and support the principles of the Integrated Management System.

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