

## OCCUPATIONAL HEALTH AND SAFETY POLICY (OH&S)

This «Occupational Health and Safety Policy (OH&S)» (hereinafter referred to as the «Policy») expresses the position of «Arassa Deniz» IE (hereinafter referred to as the «IE») and the IE Management regarding mandatory compliance with national and international legal requirements in the field of OH&S, and serves as the foundation for defining the strategy and target planning of activities in the sphere of occupational health and safety.

All IE employees understand and bear responsibility for fulfilling OH&S requirements.

**Motto: OUR SERVICES START WITH SAFETY!**

### Strategic Goals:

- **Zero Harm:** Total prevention of emergencies and accidents in the workplace and office.
- **Proactive Approach:** Timely prevention and identification of potential risks before they lead to incidents.
- **Human Priority:** Stewardship of the life and health of every employee as the IE's highest value.

### Implementation of the Policy is achieved through:

- Compliance with requirements and standards established by the legislation of Turkmenistan and international legal acts in the field of OH&S, as well as the IE's own guidance documents on issues not regulated by legislative or regulatory acts;
- The unwavering commitment of the IE Management to the goals of improving OH&S levels;
- Caring for the health of every IE employee;
- Ensuring safe working conditions and the safe execution of work;
- Annual identification, assessment, and reassessment of risks;
- Conducting regular safety audits;
- Timely provision of necessary PPE (Personal Protective Equipment);
- Using only functional equipment, machinery, and vehicles in operations;
- Conducting assessments of working conditions at workplaces within the timeframes established by GOST and SES (Sanitary and Epidemiological Service);
- Conducting health assessments of every employee before starting work;
- Developing and implementing various policies, regulations, instructions, memos, rules, and orders regarding OH&S;
- Ongoing OH&S training for all IE employees, including joint OH&S training and exercises with customers;
- Conducting OH&S knowledge assessments according to the schedule.

The IE Management undertakes to comply with this «Policy», communicate it to all IE employees, update it on a regular basis, and ensure its availability to all Stakeholders.

General Director  
«Arassa Deniz» IE  
(title)

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(name)



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(date)