

PROVISION OF PERSONAL PROTECTIVE EQUIPMENT (PPE) AND WASHING AGENTS POLICY

This «Provision of Personal Protective Equipment (PPE) and Washing Agents Policy» (hereinafter referred to as the «Policy») expresses the position of «Arassa Deniz» IE (hereinafter referred to as the «IE») and the IE Management regarding ensuring safety and protecting IE employees from workplace hazards, risks of injury, occupational diseases, and contamination by providing IE employees with PPE, which also serves as an integral supplement to collective protection.

The Policy is governed by the Constitution, the Labor Code, the Sanitary and Epidemiological Rules for Public Catering Enterprises of Turkmenistan, the Model Industrial Standards established by the Ministry of Labor and Social Protection of the Population of Turkmenistan, and the IE Occupational Health and Safety Management System (OHSMS).


The Policy is implemented in accordance with the «Procedure for the Provision of Personal Protective Equipment (PPE) and Washing Agents», which has been developed, approved, and communicated to all IE employees, based on the standards approved by the IE Management order, taking into account the results of the special assessment of working conditions and the results of professional risk and hazard analysis.

The Golden Rules of the «Policy»:

- **All IE employees, without exception, shall be denied access to work without PPE issued to them in the prescribed manner, or with faulty, unmaintained, or contaminated PPE; employees shall also be suspended from work in the event of failure to use the PPE issued to them in the prescribed manner;**
- **An IE employee has the right to refuse to perform work if the failure to provide them with PPE in the prescribed manner may pose a danger to the life and health of the IE employee;**
- **In the event of failure to provide an IE employee with individual and collective protective equipment in accordance with established standards, the IE has no right to demand that the IE employee perform their duties and is obliged to pay for the resulting downtime;**
- **If an IE employee intentionally, for any reason, renders PPE unusable (tears, spoils, cuts, soils, etc.), whether issued for their own use or for the use of their colleagues, such actions shall be equated to sabotage and damage to the Employer's property. The IE employee shall be held liable for such actions in accordance with the legislation of Turkmenistan.**

Implementation of the Policy is achieved through:

- Compliance with the requirements and standards established by the legislation of Turkmenistan, as well as the IE's own guidance documents on issues not regulated by legislative or regulatory acts;
- The free and timely provision of all IE employees, without exception, with PPE that has undergone mandatory certification;
- Issuing PPE to IE employees that ensures the necessary level of protection for their life and health against harmful and hazardous factors, as well as workplace contamination;
- Issuing PPE that does not create new threats for IE employees during use (e.g., restricting visibility or being toxic);
- Issuing PPE to IE employees with mandatory clear labeling and instructions in a language understandable to every employee;

	PROVISION OF PERSONAL PROTECTIVE EQUIPMENT (PPE) AND WASHING AGENTS POLICY II.10.II.Nº6A	ISO 9001:2015 ISO 45001:2018
---	--	---

- Issuing PPE to IE employees that corresponds to their gender, anthropometric parameters, as well as specific norms and standards;
- Ensuring the serviceability and operational condition of PPE, including the consistent provision of timely cleaning, laundering, disinfection, and repair;
- The timely replacement of PPE that is unfit for use, has lost its integrity or protective properties, or is damaged, lost, or missing from designated storage locations before the end of its standard service life;
- The prohibition of using PPE with an expired shelf life or standard service life;
- Ensuring control over the correct application (intended use) of PPE by IE employees;
- The independent organization of accounting and control over the issuance and decommissioning of PPE within established timeframes, as well as the timely return of PPE upon the expiration of its service life or shelf life, or in the event of premature failure;
- Informing IE employees about the PPE they are entitled to, the methods of issuance, and storage conditions, as well as the responsibility for maintaining the protective properties of PPE if stored by employees during non-working hours;
- The timely provision of training, briefings, and other methods of informing IE employees about the rules for operating PPE that requires practical skills and knowledge of basic methods for checking serviceability and condition;
- The regular and timely conduct of special assessments of working conditions and analysis of professional risks and hazards;
- A ban on the reuse of disposable PPE, such as disposable masks, caps, shoe covers, and gloves, which are stored in sufficient quantities in designated areas at all IE service points.

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)

M. Shvydko
(name)



November 10, 2025
(date)