

**Appendix**  
**to the Decision of the Management Board**  
**of Kazakhtelecom JSC No.2/7 dated January 27, 2020**

**Policy of Kazakhtelecom JSC**  
**in the field of safety and labor protection**

Kazakhtelecom JSC, being the national telecommunications company of the Republic of Kazakhstan, is fully aware of the full responsibility to employees and society for the creation and maintenance of a safe working environment at all stages of production activities and considers the preservation of life and health of people to be the main priorities of its activities.

Kazakhtelecom JSC (hereinafter - the Company), carrying out its activities to provide a wide range of infocommunication services throughout the country, strives to meet the highest standards of industrial safety, and is aimed at continuous improvement of the occupational health and safety management system (hereinafter referred to as OSH) as a key element of effective production management.

**The main goals of the Company:**

1. Preservation of life and health of workers and the environment;
2. Zero injuries as a result of achieving a high culture of safe production activities of the Company.

**The main objectives of the Policy are:**

prevention of accidents and incidents;  
reducing the risk associated with possible damage to the life and health of workers;  
creation of safe working conditions at workplaces;  
continuous improvement of the professional level of employees in the field of OSH;  
continuous improvement of the state of industrial safety, other security measures;

**Scope of the Policy:**

The Policy applies to the employees of the Company.

**Basic principles:**

continuous development and improvement of the OSH management system based on the best achievements of advanced international experience;

compliance with the norms of legislative and regulatory requirements of the Republic of Kazakhstan in the field of occupational safety and health;

continuous improvement of the OSH system in accordance with the requirements of the international standard ILO-OSH and their national counterpart ST RK OHSAS 18001-2008 and increasing its effectiveness;

the formation of a stable motivational mechanism of safe behavior for the personnel at work, responsibility both for their own life and health, and for the life and health of those working next to them;

leadership and commitment of the leaders of all levels of the Company in the implementation of OSH programs;

making decisions on labor protection issues in agreement with trade union organizations;

ensuring the receipt of operational information for making adequate management decisions, including in emergency situations;

implementation of the requirements established by law for the remuneration of workers engaged in hard work, work with harmful and (or) dangerous working conditions;

setting goals in the field of occupational health and safety, aimed at a steady decrease in industrial injuries, occupational diseases and accidents;

formation of a high level of corporate culture of employees in the field of OSH;

providing accessible information for employees to understand their responsibilities in the field of OSH;

personal responsibility of each employee of the Company for compliance with OSH requirements;

active involvement of the Company's employees in the implementation of OSH measures;

immediate notification, timely and objective investigation and accounting of all accidents and occupational diseases, accidents and incidents in accordance with the legislation of the Republic of Kazakhstan and corporate documents, with an objective determination of the causes in order to develop effective measures to prevent them;

providing employees with guarantees of the legal right to refuse to perform work in the event of a situation that reasonably poses a threat to the life and health of the employees themselves or those around them;

continuous training and advanced training of employees on OSH issues;

introduction of advanced knowledge and experience in the field of OSH, safe and resource-saving technologies;

responsibility of contractors for compliance with corporate OSH requirements;

making this Policy freely available to the public and interested parties;

conducting documented familiarization of all employees, contractors and other interested parties with the requirements of this Policy.

### **Obligations of administration:**

create safe working conditions in the workplace and minimize any potential risks associated with the activities of the Company in order to prevent injuries and deterioration in the health of personnel;

ensure the safety of buildings and structures of the Company;

create the necessary sanitary and hygienic conditions for employees;

provide employees with collective and individual protection equipment, special clothing and footwear;

provide employees with optimal work and rest regimes;

carry out certification of workplaces in terms of working conditions with the development and implementation of a program aimed at preventing accidents and occupational diseases;

ensure digitalization of OSH processes;

bring to the attention of the Company's employees information in the field of OSH;

### **Obligations of employees:**

comply with OSH requirements, report OSH incidents;

correctly use safety equipment, personal protective equipment and follow the rules for the safe performance of work;

to professionally approach the performance of their duties and understand their role and responsibility in ensuring the safety of work and the implementation of OSH programs.

The Company understands that the most valuable thing is the life and health of employees. In this regard, the management of the Company will support and develop

promising areas that make a specific contribution to the development of safe production activities.