

Approved by the Order of the
General Director of Fenix LLC
dd 19.01.2022 № 12/56

Fenix LLC health and safety policy

Saint-Petersburg
2022

Fenix LLC health and safety policy

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Fenix LLC (hereinafter referred to as the Company) recognizes responsibility to society for the creation and maintenance of a safe working environment, the introduction of a safety culture, the resolution of social and economic issues, and the protection of employee's health.

This policy is the basis for building a management system in the field of health and safety and is considered as a necessary element of effective production management.

Health and safety goals

The Company's health and safety *goals* are:

- Creating safe environment at workplaces;
- Providing employees with efficient personal protective equipment;
- Bringing the main assets to compliance with the occupational safety laws and regulations.

The Company's health and safety goals are *based on*:

- Identification of labor hazards, assessment and management of production risks;
- Involving all employees in the occupational health and safety management system;
- High competence of the employees.

In order to achieve the goals the Company undertakes *to provide*:

- Compliance with occupational, industrial, machine safety, handling of chemicals requirements;
- Identification, assessment and reduction of risks in the field of occupational and industrial safety;
- Improvement of working conditions, workplace ergonomics and fire protection.
- Emergency preparedness, incidents and accidents management. Increase safety, reduce the risk of occupational injuries, occupational diseases, incidents and accidents;
- Health and Safety employee training. Continuous improvement of employee's knowledge and competence levels in the field of occupational, industrial, machine safety, handling of chemicals requirements;
- Involvement of employees in active participation in occupational and industrial safety activities;
- Prevention of negative impact of production factors on the employees;
- Compliance with occupational and industrial safety requirements by contractors and service providers;
- Correction, improvement and timely communication to the Company's employees, contractors, service providers and other interested organizations of the policy in the field of occupational and industrial safety.

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Compliance with the Policy

- All *Fenix LLC* employees and contractors are offered training on the provisions of the Policy, and the training of employees, contractors, and suppliers will cover the provisions of this Policy.
- To support compliance with this Policy, *Fenix LLC* encourages its employees to report any concerns regarding potential violations of this Policy, or any related law or regulations using Hotline at <https://port-bronka.ru/en/contacts/> , which is available for use twenty-four hours per day.

Reports can be made without fear of punishments or reprisals.