



The long-term business success of UTS Company depends on our ability to continually improve the quality of our service while protecting our people, environment and reputation. UTS requires the active commitment to, and accountability for HSE from all UTS' employees and UTS' contractors. Line management has a leadership role in the communication and implementation of, and ensuring compliance with UTS' HSE policies, standards and procedures.

We are all obliged to:

- *Pursue the goal of no harm to people.*
- *Comply with Russian Federation legislation requirements.*
- *Provide safe places of work and healthy environments for our employees in our facilities.*
- *Ensure that all our employees understand their specific HSE roles and responsibilities.*
- *Encourage personnel to take an active part towards the improvement of the HSE programs.*
- *Promote HSE awareness and assure competence to control our HSE risks.*
- *Manage HSE matters like any other critical business activity.*
- *Play a leading role in promoting best known safety practices.*
- *Monitor, revise environmental assessments on a regular basis.*
- *Have such a strong Safety culture we can proud of.*

As a condition of employment, all employees are required to comply with all safety- and environmental-related rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them. Violation of this policy will be cause for disciplinary action.

T. Puy
UTS General Director