

Annex 3

To the order of ECO-Spectrum LLC

Dated _____ №

Policy in the field of labour protection and health of ECO-SPECTRUM LLC

The principal goals of policy in the field of labour protection and health of ECO-SPECTRUM LLC are:

- creating healthy and safe working conditions at the organization's workplaces;
- developing safe behaviour skills among workers during work operations;
- increasing the level of responsibility and ensuring engagement of every employee, regardless of his profession and position, in compliance with the requirements of policy in the field of labour protection and health;
- creating and maintaining the image of a responsible employer, guaranteeing safety at workplaces in its area of responsibility;
- continuous improvement of the health and safety management system and development of a safety culture in the organization.

To achieve the stated goals, ECO-SPECTRUM LLC assumes the following obligations:

- ensure the priority of preserving the life and health of workers in the process of their work activities over the results of production activities;
- ensure the commitment of senior management and managers at all levels in the field of labour protection and health;
- ensure compliance of production activities with state regulatory requirements for the labour protection and health, industry and local regulations for labour protection and health;
- prevent cases of injury and deterioration in the health of workers;
- prevent cases of injury to third parties located on the territory of the organization;
- ensure the prevention of accidents and incidents;
- identify health hazards in the workplace, assess and effectively manage occupational risks, taking into account the characteristics and specifics of production activities;
- ensure the improvement of production and technological processes, equipping workers with safe tools and devices, certified personal and collective protective equipment;

constantly improve and increase the effectiveness of the occupational safety management system, taking into account modern methods, standards and best practices in the field of labour protection;

- provide health and safety propaganda for the purpose of prevention injuries and occupational diseases of workers;
- conduct a special assessment of working conditions to identify unfavorable conditions and factors;
- organize regular medical examinations of workers in order to timely prevent occupational diseases;
- organize sanitary provision for workers in accordance with health and safety requirements;
- investigate all cases of industrial injuries, including microtraumas, in order to eliminate the root causes of incidents;
- constantly improve production processes, using equipment and technologies that ensure occupational safety;
- establish and constantly improve the competence of staff in the field of labour protection and health;
- support and reward workers who make a contribution to improving workplace safety.

The management of ECO-SPECTRUM LLC undertakes to demonstrate commitment to the principles of the concept of zero injuries, ensuring the allocation of the necessary resources, as well as the creation of conditions for the implementation of the stated obligations and accepts responsibility for the implementation of this Policy.

General Director of *ECO-SPECTRUM LLC*

Devletova Oktyabrina Shakirovna