



OCCUPATIONAL HEALTH AND SAFETY POLICY

JSC Belaruskali, a leading company in the mining and chemical industry of Belarus, prioritizes the protection of workers' health and safety.

The Company's main goals in the area of occupational health and safety are: ensuring the safety of facilities, processes, and equipment; continuously improving working conditions; reducing the risk of accidents, injuries, and occupational illnesses; and promoting occupational health.

The aforementioned goals are implemented through:

- ensuring compliance with labor protection legislation and other mandatory regulatory requirements in the Republic of Belarus applicable to the company's operations, as well as monitoring compliance by employees, contractors, and suppliers;

- ensuring the proper functioning of the Occupational Health and Safety Management System according to the STB ISO 45001 standard, and continuously improving it;

- developing and implementing occupational safety goals at the company level and within its structural divisions;

- involving each employee in the process of solving tasks and fulfilling responsibilities related to occupational safety, by determining the appropriate level of their competence and personal responsibility, motivating staff, developing their professional skills, and systematically improving their skills;

- identifying regularly hazards, assessing industrial and occupational risks and implementing necessary management measures to ensure safety;

- using modern technologies, materials and equipment, as well as introducing best practices for safe working methods and techniques to ensure the safety of production and improve working conditions for employees;

- carrying out systematic control, monitoring, and assessment of compliance with sanitary, epidemiological, and hygienic requirements, as well as monitoring the qualitative and quantitative characteristics of working conditions and the levels and types of morbidity among workers:

 - implementing a set of measures to prevent occupational injuries, diseases, accidents, and incidents;

 - conducting regular analysis and evaluating the effectiveness of the Occupational Health and Safety Management System;

- ensuring transparency in the results of our efforts in the field of occupational health and safety, as well as maintaining open communication with all stakeholders.

JSC Belaruskali management assumes responsibility for creating the conditions and allocating the necessary resources to ensure the successful implementation of our Occupational Safety Policy.

Responsibility of each employee is to carry out their work duties conscientiously, in compliance with safety and health requirements for the performance of the work.

Director General
JSC Belaruskali
30.05.2025



A.A. Rybakov

