



## Road Safety Policy of "AVENCOM" LLP

AVENCOM is telecommunications and related infrastructure system integrator and provides services in development, supply, installation, commissioning and maintenance of complex projects (solutions) in IT (network), telecommunications, technical safety and microclimate areas for various sectors of the economy. AVENCOM is medium-sized enterprise. The Company's Head Quarter is located in Uralsk (Western Kazakhstan). This Policy covers all aspects of our activities.

Company identified road transport as one of the most significant type of risks, which employees, visitors and subcontractors face in everyday activities. Therefore, Company will undertake all the efforts in order to ensure that the Road Safety Policy meets all the principles of the current Health and Safety management system, the current traffic regulations and that all employees, customers, visitors, subcontractors and others follow the Road Safety Policy.

AVENCOM focuses on mitigation of risks connected with vehicles usage through the continuous improvement of the Road Safety Program and monitoring of its key performance indicators.

In particular, AVENCOM aims at:

- Compliance of vehicle fleet to the current safety requirements;
- Adherence to set requirements for driver personnel during recruitment and periodic re-validation stages;
- Continuous development of driver's skills through instructions and necessary trainings;
- Follow-up up of speed limits;
- Prohibition of mobile phone calls by drivers while driving;
- Mandatory usage of seat belts while driving by driver and passengers;
- Availability of ready for use technical and emergency equipment;
- Regular review of Road Safety Policy for its applicability and compliance to the required standards;
- Conformity to Road Safety requirements of the Republic of Kazakhstan and those countries where the driver is sent to on behalf of Company;

AVENCOM management assumes the responsibility for the execution of current Road Safety Policy, guarantees the availability of opportunities and resources for its accomplishment, and encourages all employees for active participation in achieving the set goals.

AVENCOM Road Safety Policy is published on the AVENCOM website, displayed in Company offices, available in the Intranet and is intended for all employees.

Director of "AVENCOM" LLP



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