



Health, Safety and Security 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 aims to ensure the Health, Safety and Security at workplaces and safe environment for all employees, clients, visitors, subcontractors and other parties engaged in our business.

In particular, AVENCOM will provide:

- Organization and support for managers and personnel for further development of standards in Health, Safety and Security and their continuous improvement through the achievement of key performance indicators;
- Required resources, including qualified personnel, to ensure the effective accomplishment of Health, Safety and Security Policy;
- Deployment of a structured approach for hazards identification and preventive mitigation of risks through risks assessment process;
- Health, Safety and Security at work places and safe working environment, including the safe usage of tools, equipment and techniques;
- Necessary information, instructions and training for Company employees and other participants, including temporary staff, in order to ensure their knowledge of Health, Safety and Security requirements;
- Theoretical and practical Health, Safety and Security initiatives with effective internal communications to all employees;
- Compliance with the current legislation and regulations of the Republic of Kazakhstan in the field of Health, Safe and Security as well as adherence to other declared requirements which focus on prevention of injures, health deterioration and with constant improvement of efficiency;
- Regular review of Health, Safety and Security Policy for its applicability and compliance to the required standards;

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

AVENCOM Health, Safety and Security 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



Starostenko A.
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