

# AVENCOM's Health, Safety and Security Policy



AVENCOM is a system integrator of systems of telecommunications and accompanying infrastructure providing services by development, supply, installation and accompaniment of systems for various sectors of economics. AVENCOM is a middle size business. The Company's main office is in Uralsk (West Kazakhstan). This Policy covers all sides of our activities.

AVENCOM declares that all employees, clients, visitors, subcontractors and others which participate in our business activity are to be provided with Safety and Health Protection on work places and safe working environment.

Our main targets are:

- Safety and Health Protection on work places and safe working environment including usage of safe instruments, equipment and application of safe methods of work;
- Necessary reserves including experienced manpower for support of effective implementation of Safety and Health Protection Policy;
- Implementation of system approach to detection of dangers and decrease of risk of their appearance through the risk assessment process;
- Support and organization necessary to employees for the further evolution of Safety and Health Protection standards and their everlasting development by means of measurable targets;
- Essential training materials for employees of the Company and other participants including temporary personnel in order to guarantee their understanding of the requirements of Safety and Health Protection;
- Arrangements for implementation of methodical and practical help to the employees as to the questions of Safety and Health Protection, and also effective processes of transfer of corresponding information to the personnel of company;
- Conformity with current legislation and normative-legal acts of Republic of Kazakhstan in the field of Safety and Health Protection and also with other declared requirements with the purpose of prevention of injuries and health worsening and continual commitment to the improvement of standards and level of performance;
- Regular analysis of Safety and Health Protection Policy in order to provide availability and correspondence of qualifying standards and norms.

AVENCOM leadership is responsible for realization of Safety and Health Protection Policy, guarantees assurance of conditions and resources for its realization and calls all employees for active participation in its performance.

Safety and Health Protection Policy is available on IT network, posted on the AVENCOM website and placed on display through out AVENCOM's offices for distribution to all employees.

The Safety and Health Protection Policy is available on AVENCOM web-site and the corporate network resources, posted in the company's offices and intended for all employees.

AVENCOM LLP Director



Andrew Starostenko

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