

## **QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY**

### **Mission**

GL Engineering LLC vision is to become a leader in design and engineering and in rendering engineering services in the global market. The Company is fully committed to its responsibility to create safe working conditions and to protect the environment in the course of all of its business activities and recognizes the ultimate priority of employees' life and health.

### **Strategic Company Goals**

Achieving and maintaining leadership in the design and engineering market.

Gaining customer confidence and strengthening the status of a reliable engineering deliverables and services supplier through the guaranteed fulfilment of contractual obligations, compliance with laws and regulations in the course of deliverables production and engineering services provision.

Set up of highly competent teams to ensure timely production of deliverables with high quality.

Continuous improvement of achieved quality of deliverables and services, efficient Company development with due consideration of interests of its founders, employees and clients, and in compliance with legal requirements.

Compliance with health and safety laws and regulations.

Creation and maintaining in the Company of an effective Quality Management System, and Health, Safety and Environment Management System.

Ensuring safe working conditions for employees, including assessment of occupational risk at workplaces and risk management in compliance with the approved Company procedures.

Ensuring the involvement of Company's employees in environmental risk reduction activities, continuous improvement of the environmental management system and environmental performance indicators.

### **To achieve these goals, the Company's management determined the following priorities:**

Client needs and requirements shall be a priority basis for all GL Engineering LLC activities, and each employee shall be focused on client satisfaction at all times. Client satisfaction shall be continuously improved by raising the quality level of produced engineering deliverables and provided services in compliance with our obligations and commitments.

Compliance with legal and regulatory requirements, including HSE requirements, in all activities of the Company and during the provision of services.

Compliance with management leadership and personnel involvement principles: personnel shall be recruited based on professional knowledge and skills assessment, fair treatment of employees shall be ensured, common understanding and joint performance of assigned tasks shall be fostered.

Safe work conditions shall be ensured to prevent injuries and health impact, hazards shall be eliminated and occupational health risks shall be mitigated, safety first culture shall be promoted.

Environment shall be continuously improved by systematic reduction of negative environmental impacts of all activities of the Company, as far as reasonably practicable.

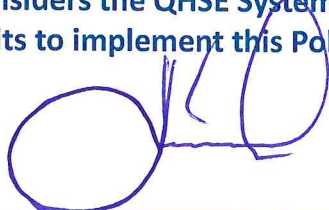
Personnel competences shall be enhanced and maintained, motivation shall be supported by implementation of a progressive compensation system; training and development of personnel in Quality, Health and Safety shall be organized.

**Our success and continual improvement will be measured through our client satisfaction improvement, the reduction of incidents, risks, and environmental footprint and applying clear and meaningful performance indicators.**

**Quality, Health, Safety and Environment is everyone's responsibility. We expect that every employee will stop the work if they consider that conditions are unsafe, in any way, and we encourage such behaviour.**

**GL Engineering LLC management considers the QHSE System a necessary paramount component of efficient management and commits to implement this Policy.**

**Director General**



**Vitaly Khodakovsky**