



HEALTH, SAFETY AND ENVIRONMENT PROTECTION POLICY

«Rysgally Ussat» is committed to conduct its business with the objective of zero harm to the people, public and the environment.

To achieve this goal, we will operate in the most responsible manner, delivering the highest achievable standards of health, safety and environmental performance through comprehensive management systems. We are committed to:

- Promote visible HSE leadership;
- Identify, reduce and manage potential risks to an As Low As Reasonably Practicable (ALARP) level;
- Minimize health illnesses of employees, contractors, visitors and anyone who might be affected by our operations;
- Reduce our impact on the environment and communities in which we operate through pollution prevention, waste and emission minimization and reduction of natural resource consumption applying best practices;
- Investigate all incidents thoroughly in order to identify root causes and implement effective corrective & preventive actions;
- Provide a governance framework for HSE activities, including compliance with legal aspects of Turkmenistan;
- Provide necessary resources for training, information and consultation of employees to maintain good level of awareness and skills for best HSE performance;
- Be capable for responding to emergencies and recover from any HSE emergencies or crisis situations;
- Monitor, keep record of our HSE performance against Key Performance Indicators (KPI) to ensure continuous improvement.


Perhat Gulberdiyev
General Manager
January 1st, 2021





RYSGALLY USSAT

PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY

In line with our Health, Safety and Environmental Protection Policy, «Rysgally Ussat» requires that all personnel working in or visiting our operational sites shall comply with the following requirements regarding the use of PPE:

- Minimum PPE, which are the steel-toed safety shoes / boots, safety glasses and safety helmets shall be worn at all times while at worksites unless within the approved safe areas (“green zone”) such as an accommodation area;
- Safety coverall, safety glasses, safety foot-wear and gloves shall be worn in addition to the minimum PPE while performing any task at worksites;
- Additional specific PPE such as chemical protection suits, face shields, respirators, hearing protection and long sleeve rubber gloves shall be worn when directly involved in the chemical mixing process; Those who are not directly engaged in chemical mixing shall also consider wearing sufficient PPE before entering the risk zones considering potential chemical splashes, vapors etc.;
- Gloves and finger rings are prohibited during operation of high speed rotating machineries;
- Work permits and work instructions issued shall clearly identify all hazards and the PPE requirements;
- PPE shall be subject to regular inspections and replaced as needed where fail to provide adequate protection.

PPE mandatory areas shall be specifically signposted. PPE shall be approved for use by line management, who shall be responsible for implementing compliance with this Policy at our worksites.


Perhat Gulberdiyev
General Manager

January 1st, 2021





RYSGALLY USSAT

SUBSTANCE ABUSE POLICY

In line with our Health, Safety and Environmental Protection Policy, it is our policy to prohibit any person working for, or with «Rysgally Ussat» and related entities to consume, to be in possession of or under the influence of drugs or alcohol while working at any location for «Rysgally Ussat».

Exceptions to this policy are for the use of approved medicines, prescribed by a certified doctor for a particular person's treatment. In this case, evidence in the form of a doctor's prescription for such medicine must be provided.

Violations to this policy will be subject to disciplinary action, up to termination of employment, and referred to the appropriate law enforcement officers.



Perhat Gulberdiyev
General Manager

January 1st , 2021



RYSGALLY USSAT

SMOKING POLICY

It is policy of «Rysgally Ussat» to prevent any fire accidents caused by smoking, to mitigate the impact of smoking to the health of non-smokers and to comply with objectives of Turkmenistan in this regards.

Smoking is therefore prohibited in the following areas:

- High hazard work areas such as chemical production plant and storage facility;
- All offices or meeting rooms;
- All washrooms and lavatories;
- Pantry rooms;
- Storage facilities;
- Prayer rooms;
- Any other worksite location not designated as a smoking area.

Violations to this policy shall be subject to disciplinary action where repeated violations are made at non-designated areas.



Perhat Gulberdiyev
General Manager

January 1st, 2021



RYSGALLY USSAT

STOP WORK POLICY

«Rysgally Ussat» operates every single activity with the highest priority for Health and Safety. Ensuring a safe work environment is the Company's primary and utmost concern at all times.

Our «Zero Accidents» goal makes no distinction between «Rysgally Ussat» employees and all Contractor companies' employees. The company is strongly committed to promote for all employees and contractors of «Rysgally Ussat», the adoption of measures to achieve this goal. «Rysgally Ussat» is strongly and consistently committed to consolidating a culture of safe operation, as well as respect for people in all countries by raising awareness of the risks, related to the work and fostering responsible behavior.

By putting Health and Safety first, «Rysgally Ussat» means that no work can be done by jeopardizing safety. Any work must be 100% safe, even if it takes longer. Every employee of «Rysgally Ussat» is responsible for his/her own safety and for the safety of his/her colleagues and, regardless of his/her position, seniority or role, has the right and duty to demand to stop (the interruption) of any activity which he/she believes is putting health and safety seriously at risk.

Any unsafe behavior, action, omission or situation, which could lead to a potential incident, should be immediately reported to the immediate supervisor or to the responsible representative of «Rysgally Ussat» on the spot, in order to take prompt action. «Rysgally Ussat» management supports the decisions of its employees and contractors, and upholds health and safety against all other considerations.

The Stop Work policy must be applied reasonably and in good faith. No blame or fault will be put on any employee or contractor reporting a risky situation or applying the stop work policy, even if such an action is proven not necessary afterwards.


Perhat Gulberdiyev
General Manager
January 1st, 2021



«Rysgally Ussat» Economic Society

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RYSGALLY USSAT

ANTICORRUPTION POLICY

“Rysgally Ussat” is committed to conducting its business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure bribery and corruption are prevented. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate.

We recognize that bribery and corruption are punishable by imprisonment and an unlimited fine. The unlawful corrupt activities can have a devastatingly negative effect on our reputation, which we value most. With this in mind, we strongly commit ourselves to preventing bribery and corruption in our business, and take our legal responsibilities seriously.

This policy applies to all employees whether temporary or permanent, consultants, contractors, agents or any other person(s) associated with our business no matter where they are located.

Definition of bribery refers to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.

We will provide training on this policy as part of the induction process for all new employees. We will also make every effort to guarantee that no one suffers any detrimental treatment as a result of refusing to accept or offer a bribe or other corrupt activities or because they reported a concern relating to potential act(s) of bribery or corruption.

Violations to this policy will be subject to disciplinary action, up to termination of employment, and referred to the appropriate law enforcement officers.


Perhat Gulberdiyev
General Manager
January 1st, 2021



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RYSGALLY USSAT

QUALITY MANAGEMENT POLICY

Managing quality is essential in order to achieve our health, safety and environmental policy objectives along with other business objectives.

«Rysgally Ussat» is therefore committed to conducting its business to achieve objectives efficiently and effectively through the application of best practice quality management principles and systems in order to provide performance assurance. To achieve our objectives, we will:

- Demonstrate visible leadership by communicating our quality management performance objectives;
- Maintain and implement a certified and compliant ISO 9001 Quality Management system across all business entities;
- Review and ensure compliance with our governance and client requirements in all of our business activities;
- Monitor and report our quality inputs and outputs across all business entities, functions and departments in order to achieve agreed business performance targets;
- Identify and implement quality improvement programs throughout organization and with our stakeholders against measurable performance targets;
- Regularly undertake internal and 3rd party audits and management reviews to identify areas of good performance and future improvement opportunities.


Perhat Gulberdiyev
General Manager
January 1st, 2021





RISK MANAGEMENT POLICY

In line with our Health, Safety and Environmental protection policy, it is our primary target to prevent work related accidents, occupational health illnesses to our employees and others who might be affected by our business activities.

Therefore, risk management is an integral part in our governance and management system. Risks, which may arise in the course of our business activities will be identified, analyzed and adequately controlled.

«Rysgally Ussat» recognizes that organization's management team plays an important role in the risk management process and therefore committed to involving our staff in the process of risk identification, analyses, control and monitoring. We are also committed to provide necessary training, instruction and communication to our employees at each level.

RESPONSIBILITIES

General Manager has an overall responsibility for the management of HSE.

HSE Officer is responsible:

- To control effective implementation of risk management process;
- To promote employees' awareness on risk management;
- To update, report and make recommendations to the management team.

Line Managers are responsible for identification, communication and adequate management of risks within areas of their responsibility.

All employees must fully cooperate with the management in creating healthy and incident-free workplaces for all.



Perhat Gulberdiyev
General Manager

January 1st, 2021



RYSGALLY USSAT

DRIVING POLICY

«Rysgally Ussat» believes that driving and road transport are one of the most serious risks for safety of our employees as well as potential damage to operations, costs and reputation.

In this regard, our aim is to make every effort to prevent motor-vehicle accidents (MVA) throughout implementation of safe systems of work, trainings, instructions and information.

We are fully committed:

- To establish, implement and monitor appropriate standards such as journey management plans;
- To monitor and control compliances to specific road safety rules of Turkmenistan such as obtaining relevant licenses, safety and industrial certificates, driver's qualification, medical fitness, speed limits, technical maintenance schedules etc.;
- To ensure our employees and contractors are fully aware of risks posed by road transport and that they follow the safety rules;
- To monitor and audit regularly the road safety performance and compliance;
- To report any accidents to local law enforcement authorities and to the organization's management in accordance with established procedures.

Failure to adhere to this policy may result in disciplinary action.


Perhat Gulberdiyev
General Manager
January 1st, 2021





RYSGALLY USSAT

CODE OF CONDUCT

The «Rysgally Ussat» Code of Conduct applies to all of us – employees, officers and directors. Its purpose is to guide us in making thoughtful, ethical decisions of behalf of «Rysgally Ussat» and it helps us uphold consistently high standards in everything we do.

This Code should guide all of us on ethical matters in our business, in our subsidiaries and in operations where «Rysgally Ussat» has a controlling interest. We want business partners, including joint ventures and third parties to share our commitment to principled behavior and following the Law. We expect them to understand and follow the «Rysgally Ussat» Code of Conduct, and to be partners in our commitment to unshakable integrity.

Our spirit of collective entrepreneurship includes upholding «Rysgally Ussat» values in our daily behavior and expecting the same of others.

- ❖ We lead by example, set the high standards in our personal actions and help make colleagues are of the Code and its importance.
- ❖ We help our colleagues comply with the Code's requirements and its spirit.
- ❖ We refer to the resources in this Code to guide our ethical decisions and ask for help when we are uncertain. We are responsible to speak up about issues that concern us.
- ❖ We communicate our Code to contractors, agents, distributors and other business partners and expect them to uphold it when working with us or on our behalf.



Perhat Gulberdiyev
General Manager

January 1st, 2021

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