



CORPORATE ENVIRONMENTAL PROTECTION, OCCUPATIONAL HEALTH AND SAFETY POLICY YERENERGO CJSC



Yerevan 2024

Dear colleagues,



Yerenergo CJSC is a company with over twenty years of history and a strong development strategy. We expect all department managers and employees to treat employees and their rights with respect. Managers must not allow the use of methods that harm the personal dignity of employees or make unreasonable, illegal, or unfair decisions in their management activities. Yerenergo CJSC also draws the attention of managers to the following responsibilities:

- Ensuring the safety of workers and their work environment;
- Ensuring open and continuous access to information employees need to perform their work, providing opportunities for feedback;
- Accounting for individual employee performance;
- Identifying and capitalizing on new opportunities to improve efficiency and competitiveness;
- Demonstrating exemplary personal behavior consistent with principles and benchmark standards;
- Demonstrating professionalism, competence, and initiative.

Director

Tigran Poghosyan



GENERAL PROVISIONS

- Our company is a leading supplier and systems integrator of complex electrical equipment. We recognize our responsibility to society, our employees, and our customers.
- Our primary goal is to provide reliable engineering solutions without compromising human health or the environment.
- This Policy applies to all company divisions, including offices, warehouses, assembly shops, and mobile teams working at customer sites.

COMPANY PRINCIPLES



❖ INNOVATION AND EFFICIENCY

- ❖ The Company and all employees are committed to increasing profitability and business efficiency while strictly adhering to legal requirements and guided by this Policy. We are committed to exploring innovative business methods, new market segments, advanced technologies, new contacts, and new proposals.

❖ PROFESSIONALISM AND HIGH LEVEL OF COMPETENCE.

- ❖ Company employees are constantly improving their knowledge and skills, applying them in their daily work. The Company creates conditions for professional development for employees at all levels, valuing employees who strive for self-education.

❖ SOCIALLY RESPONSIBLE CONDUCT.

- ❖ The Company strives to develop the virtues of every member of the business process and interact with all stakeholders using ethical standards based on principles that foster social relations and enhance the value of the individual.

❖ TRANSPARENCY AND LAWFULNESST

- ❖ he openness and transparency of the Company's operations enable it to build relationships with clients, business partners, and representatives of state and municipal authorities on a basis of equality and openness. Compliance with laws and honest business practices enhances the country's competitiveness by enhancing its own competitiveness.

❖ HEALTH AND SAFETY.

- ❖ As part of its current work and daily practices, the Company's employees not only guarantee full and impeccable compliance with all applicable laws on environmental protection and human health, but also take on increased responsibilities for environmental conservation and ongoing, targeted work to analyze and minimize its impact on the environment.

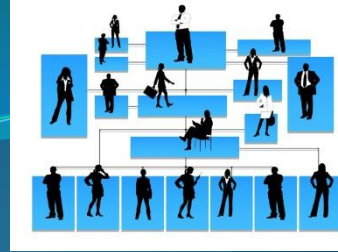


KEY PRINCIPLES IN THE FIELD OF OCCUPATIONAL HEALTH AND SAFETY

- Our priority is preserving the lives and health of people over the results of our operations.
- Stop-Work Principle: Every employee and contractor representative has the right and responsibility to stop any work if it violates safety regulations or creates a threat to life. Safety and health come first – never jeopardize the health and safety of our employees and the employees of contractors and partners.
- Electrical Safety Management: We have strict requirements for personnel qualifications. Only individuals with a valid electrical safety certification are allowed to perform installation and commissioning. Employee development and the appreciation of diversity create a work environment that encourages and enables the development and realization of their potential. Yereenergo CJSC covers all financial costs associated with employee training and supports their success.



- **Risk Elimination:**
- We conduct mandatory risk assessments before commencing work at integration facilities (risks of falls from height, electric shock, and arc discharge).
- Basic Risk Assessment Stages
- The safety analysis process before allowing a team to enter a power facility includes the following steps:
- Hazard Identification: Identifying all possible risk sources (high voltage, height, working in a confined space, moving machinery).
- Probability Assessment: Assessing the likelihood of an incident occurring and the severity of the consequences.
- Risk Assessment: Determining the permissibility of the work.
- Developing Control Measures: Implementing Safety Barriers (PPE, power outages, briefings, issuing work permits).



- **Provision of PPE:**
- The company guarantees the provision of modern personal protective equipment, including dielectric tools, protective clothing against the thermal hazards of electric arcs, and fall protection equipment.
- 1. Special and heat-resistant clothing Arc-protective suits: made of aramid or flame-retardant fabrics that do not support combustion.
- Heat-resistant underwear: worn under the suit to prevent burns in the event of a short circuit.
- Protective helmets: must be dielectric (no through holes), withstand voltages up to 440 V or 1000 V, and have visor attachments.
- Face shields (with balaclavas): protect the face from the thermal effects of electric arcs.
- Safety glasses: prevent sparks and small particles from entering the body.



- **3. Hand and foot protection**
- **Dielectric gloves:** These are the primary insulating protection against electric shock. Leather gloves may be included for protection against mechanical damage.
- **Dielectric footwear:** Overshoes made of special rubber or heat-resistant shoes with a protective toe cap and non-conductive sole.
- **4. Fall protection**
- **Safety harnesses, slings, and locking devices:** These are mandatory when working at substations and transmission towers.



- **Operation and Storage**
- Requirements Marking and Stamps: All protective equipment (both personal and inventory) must be marked with the company's markings.
- Periodic Testing: Protective equipment is regularly tested.
- Prohibited Use: The use of expired, contaminated, or damaged protective equipment is strictly prohibited.



OCCUPATIONAL AND ENVIRONMENTAL PROTECTION

- **The Company believes that**
- **committing to full compliance with all officially adopted environmental standards is the path to developing environmentally friendly production.**
- **It is essential to develop and implement resource-saving technologies and consistently reduce the impact on the environment and humans, and to develop and improve occupational safety systems.**
- **All employees are required to comply with occupational safety requirements contained in relevant regulatory documents, job descriptions, process instructions, work procedures, etc.**
- **Working while under the influence of alcohol, drugs, or other toxic substances is prohibited, as this may jeopardize occupational safety and have a negative impact on the Company's operations.**
- **Smoking is permitted only in designated areas.**
- **Improving employee working conditions is the key to increased productivity.**



PRINCIPLES OF ENVIRONMENTAL MANAGEMENT

- We strive to minimize our environmental impact at all stages of the supply chain and integration.
- Equipment lifecycle: We prioritize the supply of energy-efficient equipment with a low carbon footprint and free of toxic components (SF6 gases, lead, cadmium) wherever possible.
- Waste management: We ensure the separate collection and safe disposal of specific waste (packaging containers, cable scraps, electronic circuit boards, lithium and lead-acid batteries).
- Green logistics: We optimize equipment delivery routes to reduce greenhouse gas emissions from transportation.



The main principles of management are:

- Openness Principle:
 - Inform shareholders and other stakeholders about activities that impact the lives, health, and environment of employees;
 - Conduct an environmental impact assessment during modernization and new construction, with mandatory notification of stakeholders by posting information via corporate email;
 - Record any emergency situations that have occurred, their consequences, and approve measures to address them;
 - Conduct an internal investigation and approve a corrective action procedure.
 - Employee job descriptions must include a clause requiring knowledge of safety and environmental protection regulations.
 - This Policy is the fundamental document for the implementation of the above measures.



MANAGEMENT COMMITMENTS

- The company's management is committed to:
- Complying with national legislation and international standards.
- Allocating the necessary financial, material, and human resources to implement this Policy.
- Providing regular training, professional development, and certification of employees.
- Continuously improving the EHS management system based on incident analysis and employee feedback.



- Republic of Armenia
- 0001 Yerevan, Tumanyan Street 11
- Tel: (+37410) 54 21 22
- Email: info@yerenergo.am
- www.yerenergo.am