



ISHENGIR

"WE DESIGN AND CREATE THE FUTURE WITH YOU"

HEALTH, SAFETY AND ENVIRONMENT CODE

We care and will take care of your safety and your well-being.



OUR PURPOSE

Develop and disseminate the Ishengir company policy regarding the protection of the health and safety of employees and other persons.



OUR POLICY

Comply with all applicable laws and relevant industry standards and practices regarding protection and health.

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 [ishengir](#)



PURPOSE OF THE CODE

The purpose of this code is to develop and disseminate "Ishengir" company's policy regarding the protection of the health and safety of employees and other persons affected by "Ishengir" company's business and the environment in relation to "Ishengir" company's business and operations in Turkmenistan.

POLICY

- "Ishengir" company complies with all applicable laws and relevant industry standards and practices regarding the protection of the health and safety of employees in the workplace and other persons affected by its business and environmental protection. The protection of health, safety and the environment is the main goal of "Ishengir" company, and management should take all possible actions that are reasonable and necessary to achieve this goal and implement this policy;
- All employees of "Ishengir" company will perform their duties in a manner that is consistent with the achievement of these goals and the implementation of this policy;
- "Ishengir" company will work with employees, contractors, subcontractors, suppliers, partners and customers, as well as with the local communities in which it operates, to achieve these goals and implement this policy.



MANAGEMENT



- This policy should be implemented by HSE Committee of "Ishengir" company with the support of the project management group. HSE Committee will establish procedures and guidelines that it considers necessary to implement this policy;
- HSE Committee should develop and support self-assessment and audit

programs sufficient to provide project management with reports and other information regarding "Ishengir" company's compliance with this policy;





- The project manager of "Ishengir" company appoints a senior employee as a HSE employee;
- The HSE employee should oversee the administration of this policy and make recommendations to HSE Committee or project management, in which he / she considers it appropriate to implement this policy and achieve its goals;
- The HSE employee reports to the project management at least twice a month about the observance by "Ishengir" company of this policy and about actions taken by the HSE employee.

GUIDING PRINCIPLE

- "Ishengir" company and its employees should not endanger the health and safety of all persons affected by our activities and protect the environment by preventing harmful effects on the environment in all operations, regardless of their location;
- Health, safety and excellence in preserving the environment are the main goal of management and the responsibility of each employee of "Ishengir" company;
- "Ishengir" company makes continuous efforts to ensure the compatibility of its activities with the principles and priority of protecting people, property and the environment;
- "Ishengir" company seeks, on the basis of each project, to achieve high health safety indicators and excellence in maintaining the environment in all our applicable business practices and in the implementation of our activities.



The policy of "Ishengir" company is implemented through the following ten guidelines under the supervision of HSE Committee:

Commitment

The leaders of "Ishengir" company at all levels are obliged to actively strive to achieve high standards of HSE in the conduct of our business activities. Each manager should demonstrate commitment to this goal and strive to provide adequate resources to achieve this goal and follow these principles. Communicating with company employees, we strive to ensure that "Ishengir" company's commitment to health, safety and environmental protection is reflected in our daily work.

Organization

We will maintain and improve the organizational structure and culture of "Ishengir" company, which recognizes and encourages the full and active participation of all employees in the systematic management of HSE issues. We will also expand a culture that will enable the transfer of information and best practices at all levels of "Ishengir" company.



Reporting

Achieving excellence in the areas of HSE is largely dependent on the continued involvement and accountability of management. Responsibility for health and safety, as well as environmental protection, is a matter of corporate policy and law, with potentially serious consequences for non-compliance. Company executives at all levels are responsible for ensuring that operations are carried out in accordance with this policy and in accordance with the developed and implemented programs, procedures and the health, safety and environmental system for each facility and the operation under their control.



Standards and management

We will develop, implement and constantly improve effective systems for HSE management and develop standards that reflect the best of industry practices.

Risks management

We will make sure that potential risks in HSE field associated with all our business activities are assessed as early as possible, to minimize side effects and the possibility of managing them, as well as to determine the possibility of improvement. "Ishengir" company will strive to identify or eliminate any possible predictable hazards that could threaten safety, health or the environment.

Standard compliance

We will act in accordance with standards that will meet the requirements of the regulatory system of relevant legislation of Turkmenistan and international legislation and codes of practice, strive to comply with them and recognize these principles as a valuable and correct way of life. In the absence of regulatory control, we will adopt and introduce our own HSE standards in accordance with industry standards and best practices.

Training



Training is an essential element in the excellence of HSE. HSE employees will be qualified based on education and experience to carry out their daily duties. In addition, "Ishengir" company is committed to providing training and development on HSE issues that are consistent with the professional duties and responsibilities of each employee. The management of each of the design and operational teams should take





measures to ensure that appropriate training is provided on a regular basis.

Ecological aspects

We will constantly analyze, evaluate and consider the environmental aspects of our activities. Our goal is to conduct and carry out our economic and operational activities in such a way as not to have excessive environmental impact, efficiently consuming electricity and natural resources, as well as safely recycle and reuse or dispose of waste associated with our activities.

Continuous improvement

"Ishengir" company believes that the effective HSE management is an effective business. As in the field of our activity, our company strives to constantly improve the practice of HSE management. We believe that following these ten principles will help us achieve our goals in HSE areas. Every year we conduct an analysis and make an assessment to determine specific goals for which we will measure our progress in achieving high standards in the field of HSE.



Monitoring, review and audit

Effective management requires ongoing evaluation and analysis to determine if the HSE policies are being implemented correctly. Accordingly, the current program of assessment, self-assessment and audit for ongoing business operations throughout "Ishengir" company should be implemented and supported. The purpose of this program is to provide "Ishengir" company's management and partners with a platform to confirm that all operations comply with the regulatory requirements of the current state laws of Turkmenistan, regulations, policies and standards established by "Chalasy" company, as well as promote the dissemination of best practices in the framework of business operations by "Ishengir" company.

HSE POLICY STATEMENT



Description of the principles and goals of "Ishengir" company's policy in the field of safety, labor protection, health and the environment (HSE). The policy of "Ishengir" company is to provide a safe, healthy, and environmentally friendly workplace for all employees and those who work with "Ishengir" company, by constantly reducing the risks of preventing accidents, work-related injuries, diseases and negative environmental impacts.





OUR PHILOSOPHY AND WORK PRINCIPLES

"Ishengir" company believes that HSE can no longer be considered as a possible priority, which can be ranked vertically in order of importance, and should be considered as a priority value inherent in each part of our operations. In addition, we are convinced that our most important assets are our people who work with us and for us, and there is nothing more important than providing a safe and healthy environment for the implementation of our daily activities.

When implementing this policy, it is extremely clear to us that the only acceptable level of productivity is the zero number of incidents on all of our work sites every day. We believe that such results are achievable with the full commitment and hard work of each employee in the implementation of projects. Creating an incident-free environment within our project requires a deep understanding and full acceptance of the following fundamental principles:



- The safety and health of employees, as well as the protection of the environment, should be considered as values that we adhere to and that correspond to every aspect of our business. HSE should not be considered as a priority, which can be organized in order of importance when others exert pressure to give greater importance to another aspect in our work;
- HSE management, creating the project "No incidents", should exist regardless of individuals or individual goals;
- It is expected that only projects that are free from incidents and related injuries or damage to the environment will be consistently productive and profitable. The only acceptable performance is "No incidents";
- Each employee should, regardless of his position, accept and sincerely bear his responsibility for HSE;
- Due to proper training, planning and adherence to HSE processes and practices, it is possible to minimize emerging risks and prevent all accidents;
- With proper planning and foresight, all the dangers in the implementation of projects can be eliminated before an incident or an emergency occurs.

OUR GOALS

The management of "Ishengir" company recognizes and accepts its responsibility to promote the highest standards in the field of HSE and is committed to developing and maintaining appropriate systems, procedures and plans to achieve the goals and objectives of this policy. In particular, our aspirations are determined by the following goals:





- Permanent reduction in the number of emerging risks and possible subsequent incidents, accidents, injuries, illnesses and negative impacts on the environment, in order to ensure the safety of workplaces and prevent incidents with causing harm to health;
- Establish meaningful performance targets for HSE that are measurable and track progress towards these goals for continuous improvement.
- The local community and the relevant state oversight organizations and agencies of Turkmenistan in the aspects of HSE should be recognized by customers in the field of labor protection and the environment.
- Encourage environmental awareness for our employees and customers, contractors, subcontractors and suppliers.



"Ishengir" company will comply with all regulatory requirements established by laws and HSE regulations and manage environmental indicators in a manner similar to our safety and health indicators. To ensure the effectiveness of HSE for employees in all areas of activity, our company at each level agrees to perform the following actions:

- To provide sufficient resources and training, where necessary, to achieve a high level of safety in HSE and raise awareness and responsibility in the field of safety, health and environmental protection;
- The superiority of "Ishengir" company in uncompromising value in the design, construction, operation and management of our projects.

The leading employees of our company, project and project team leaders as well as supervisory personnel create the conditions for the implementation of **"No Incidents"** policy due to their commitment and attitude towards security, they must:

- To be responsible for uncompromising support for the implementation of this policy, never, and under no circumstances, should they make any exceptions in the performance of their obligations;
- To do our best to achieve positive results, to find potential for improving the processes being implemented, to extract feedback on the implemented security processes for each employee of the company and to ensure respect and dignity for each employee and to avoid possible risks;

Due to the active support and implementation of this policy, an inclusive environment and a working atmosphere can be created in which all accidents can be prevented, and our goal of **"No Incidents"** policy is everyday reality.



HSE POLICY

"Ishengir" company's policy specified below should be posted in all "Ishengir" company's offices and in accessible places during the implementation of each project.



See Attachment.

- "Occupational safety and health policy",
- "Stop work policy",
- "Alcohol and drugs and psychotropic substances use policy".



«Occupational Health and Safety Policy»

«Ishengir» company operates in accordance with established regulatory requirements on a basis of Turkmenistan legislation with respect to the procedure for ensuring the health, safety and environmental protection of its employees and employees of contractor and subcontractor companies engaged in carrying out their activities either, as on the own territory and facilities and on territory and facilities owned by the customer's company.

We all struggle selflessly and will struggle to cope with all the risks that arise during the implementation of our professional activities with all employees, regardless of their position and preventing incidents, injuries, occupational diseases and environmental pollution, through our active participation in the field of recognition, identification, management, elimination and control of all risks associated with our activities.

As a company, we are fully committed to:

- Development and implementation of procedures for realization of our activities and guidelines for the safety of operations, either for employees and for society and the environment;
- Provision of training and understanding the importance of Health, Safety and Environment Protection and their responsibilities in carrying out of their professional activities;
- Full readiness for emergency and in the implementation of our activities;
- Compliance with all applicable laws and state regulations in carrying out our activities in relevant industries;
- Periodic analysis and evaluation to ensure compliance with company policy.

Our company is fully committed and to achieving its goals of zero harm in the areas of Health, Safety and Environmental Protection and hereby calls to all employees to uncompromisingly and rigorously comply with all requirements prescribed in a safety, health and environmental management systems.

Founder

Eldar Bayramov

January 1, 2019



«Stop activity Policy»

The main concern of «Ishengir» company is to protect the health and safety of all employees in carrying out their professional activities, as well as protecting the environment and unfavorable impact on its.

Our company fully supports the right of any employee in performance of their duties to suspend or terminate their activities, if they believe that their activities cannot be carried out safely for him or other employees and pose a threat to the health and safety of all staff, as well as cause negative effects and damage to the environment.

In the event of above circumstances, an employee of «Ishengir» or a contractor or subcontractor company, regardless of position, is obliged to notify the safety inspector and his immediate manager to conduct consultations and receive further instructions.

Founder

Eldar Bayramov

January 1, 2019



«Alcohol, Drug & Psychotropic Substances Policy»

«Ishengir» company categorically prohibits use and being under the influence of alcohol, narcotic or psychotropic substances either for employees of the company and for employees of contracting or subcontracting companies operating as on the territory and facilities of Ishengir company and on the territory and facilities of customer company.

An exception from this rule are the drugs prescribed directly by the medical doctor and exclusively for your own use. In the event that the prescribed drug in accordance with manual description have adverse or treating effects or may have any effect on the human body, during the process of using or imposing restrictions on it using, in accordance with its contraindications, in exercise of your activity, the employee of «Ishengir» company, contractor or subcontractor companies, is obliged to notify safety inspector on a worksite, or directly their supervisor or manager.

For violation of this company policy by any employee, regardless of position, as well as the employee of contractor or subcontractor company, will be taken a disciplinary measure in accordance with the laws and regulations of Turkmenistan.

Founder

Eldar Bayramov

January 1, 2019