

Creation of safe working conditions

GRI 2-25, 3-3

Management of labor protection and industrial safety issues

The priority of Samruk-Energy JSC is strict compliance with industrial safety rules and norms, ensuring safe working conditions for both personnel and contractors during production activities. We act in accordance with the requirements of the legislation of the Republic of Kazakhstan and voluntarily undertake obligations in accordance with the international standard ISO 45001.

At Samruk-Energy JSC, we make every effort to create a safe labor environment, promote safety culture among personnel, maintain a healthy lifestyle, and introduce advanced technologies. We aim to exclude accidents and incidents, striving to ensure safety and comfort in the workplace for all our employees.

HSE goals of Samruk-Energy JSC:

- improving the efficiency of business processes through continuous development of the corporate management system;
- compliance with all applicable health and safety regulations and requirements defined by legislation and international standards;
- guaranteeing safe and comfortable working conditions, reducing risks to the health of personnel and all stakeholders by preventing and eliminating possible hazards;
- using modern equipment, innovative technologies and protective equipment to ensure workplace safety;

- organizing consultations with employees and ensuring their active participation in health and safety processes.

In the reporting period, we continued our efforts to implement our strategy and objectives in the field of occupational health and safety. However, realizing the constantly changing conditions and requirements, we concluded that it is necessary to revise our strategy and policy in this area.

As a result of the analysis and discussions, an Action Plan to achieve zero injuries in the Group of companies of Samruk-Energy JSC was developed, including:

- Improvement of the occupational health and safety management system to increase its effectiveness. The measure will be achieved through ensuring transparency of incident reports to prevent serious consequences such as fatalities and accidents;
- Improving safety culture by involving personnel in the occupational health and safety management system and improving monitoring of its effectiveness by applying international standards.

Principles and rules of Samruk-Energy JSC policy on reduction of occupational injuries and improvement of personnel working conditions are mandatory for all employees and contracting organizations.



GRI 403-1, 403-3, 403-8, GRI 12: Coal Sector: 12.14.2, 12.14.4, 12.14.9

Occupational health and safety management system

The management system in the field of occupational health and safety in Samruk-Energy JSC applies to all employees of the Company and personnel of contracting organizations. The system is based on the legislation of the Republic of Kazakhstan, principles of Samruk-Energy JSC in the field of labor protection, and other internal corporate documents.

Key regulatory documents defining the principles and rules in the field of occupational health and safety of the Company:

- Policy of Samruk-Energy JSC of the corporate management system of the Group of companies of Samruk-Energy JSC;

- Regulations on Transportation Safety Management in the Group of companies of Samruk-Energy JSC;
- Development Strategy of Samruk-Energy JSC for 2022-2031;
- Standard “Assessment of Industrial Safety and Labor Protection Risks”;
- Standard “Motivation of Personnel to Safe Behavior”;
- Standard “Accounting and Investigation of Accidents”;
- Standard “Assessment of Occupational Health and Safety Management System”;

Occupational health and safety issues are managed at all levels of the Company.

List of information on industrial safety service of Samruk-Energy JSC

Name of required data	Indicator*
Number of specialists in the central office/corporate PC center:	3
occupational health	3
occupational safety	-
fire safety	-
other areas	-
Number of specialists in subsidiaries and affiliates	85
occupational health	40
occupational safety	23
fire safety	11
other areas	-

Ratio of employees of occupational safety services to one employee of the Company	<p>The total number of employees covered by the occupational health and safety management system is 17,071.</p> <p>Number of full-time employees covered by the HSE management system, who passed internal audit 100%, which is 17,071.</p> <p>Number of non-staff employees covered by the HSE management system, who passed internal audit — 100%, which is 3,914.</p> <p>Number of specialists — 85. The ratio of employees of OHS services to one employee — 200.</p>
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The Director for HSE (Health, Safety and Environment) reports directly to the Chairman of the Company's Management Board and is responsible for the overall coordination of work to improve the occupational safety system both in the Company itself and in its subsidiaries.

The head of the division responsible for HSE issues performs the functions of preventing violations of HSE

norms and rules, promptly responding to incidents, and monitoring, analyzing and controlling risks in this area. Occupational safety services in subsidiaries are managed by the first manager. To ensure efficiency and prompt implementation of necessary changes to the occupational health and safety management system, we regularly analyze the qualifications composition of the personnel of the occupational safety services in the Company's subsidiaries.

* Note. Environmental protection employees are not counted.

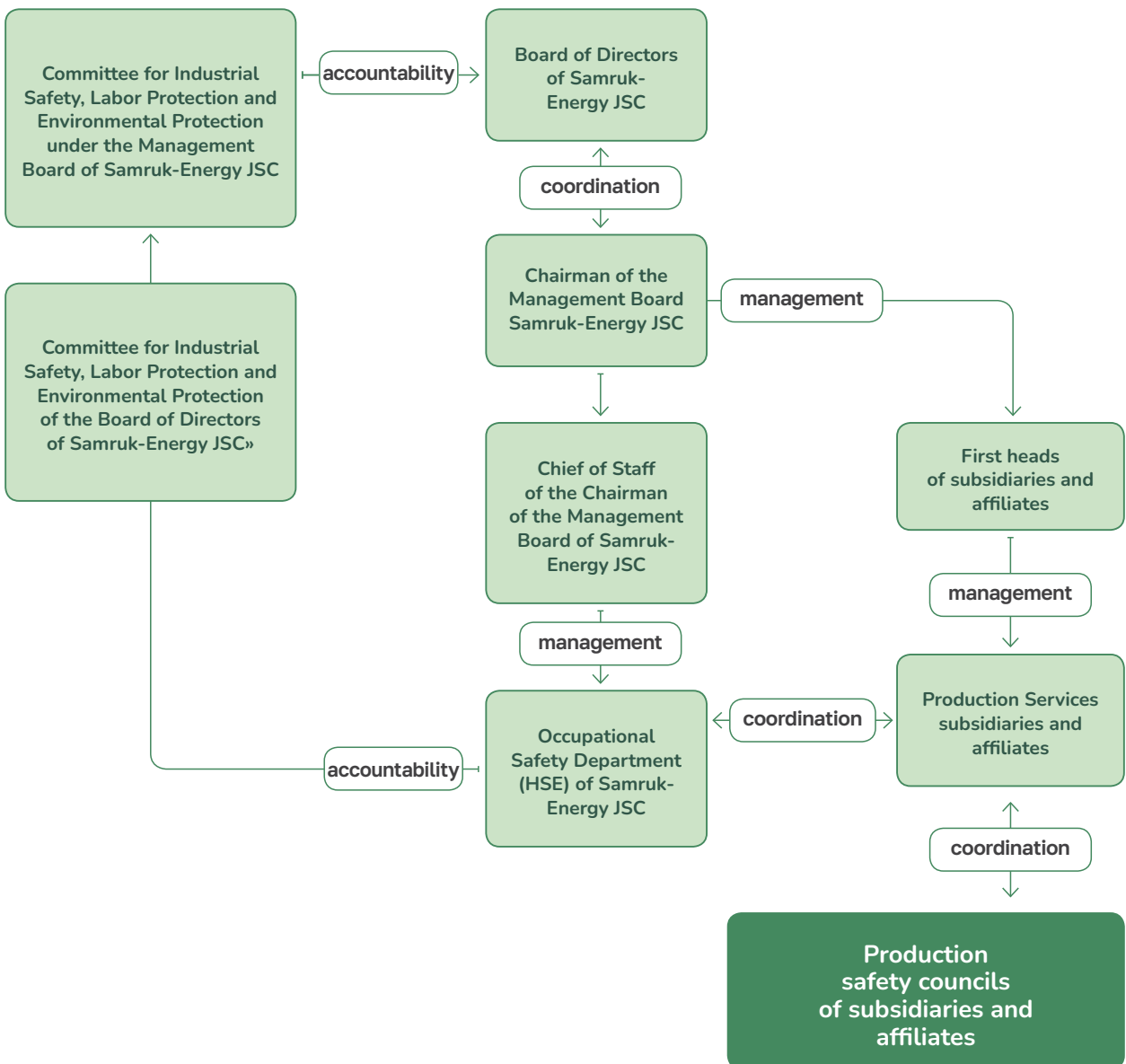
Quarterly meetings are held with the active participation of the Chairman of the Management Board, Chief Directors and top managers of subsidiaries to improve safety culture, prevent accidents, and reduce injuries.

Committees responsible for occupational health and safety conduct detailed analysis of issues in these areas and monitor the effectiveness of measures. The Board of Directors and the Management Board review and approve reports on occupational safety and risk management based on the information provided by the Committees. In addition, the Committees ensure compliance with confidentiality requirements.

During the reporting period, each of the Committees held four meetings to discuss quarterly reports on work in the field of occupational safety and health, as well as data on occupational injuries.

In 2023, Occupational Safety and Health Production Councils throughout the Group of companies of Samruk-Energy JSC held 36 meetings attended by both employer representatives and personnel representatives, including technical inspectors for occupational safety.

Labor Protection, Industrial Safety and Environmental Protection Management System of Samruk-Energy JSC



GRI 403-2, GRI 12: Coal Sector: 12.14.3

Risk assessment and effectiveness of labor protection activities

The implementation of the Standard "Assessment of Occupational Health, Safety and Environment Risks" and the creation of the Company's Consolidated Risk Register for 2023 reflect a key principle and an important part not only of the health and safety management system, but also of the corporate risk management system as a whole. This standard provides procedures for identifying and assessing risks and hazards that may affect the life and health of personnel.

Algorithm for risk identification and assessment

- Identification of sources of hazards;
- Selection of experts to the risk identification and assessment commission;
- Approval of the sources of hazards and the composition of the commission;
- Conducting risk identification and assessment;
- Harmonization of the risk assessment;
- Development of measures to reduce unacceptable and control acceptable risk levels;
- Approval of the developed measures;
- Approval of the risk passport.

All Company employees are involved in the incident detection process. They may report such events through formal channels of communication or directly to their line manager. All incidents are investigated, and appropriate action is taken.

Samruk-Energy JSC is actively working on the development of corporate safety culture, striving to increase the competence of employees in the field of risk management. As part of this culture, our employees are given the opportunity to suspend or stop work in case of detection of violations of labor protection and industrial safety norms and rules at the workplace, as well as in case of situations that pose a threat to their health.

We support and encourage personal initiatives of employees aimed at improving safety at workplac-

es as part of occupational health and safety programs. Based on the standard "Motivating Employees to Behave Safely", a program of monetary motivation and incentives for employees was developed. This program provides employees with the opportunity to report any hazards and risks in the workplace. In the reporting period, 1,106 employees were rewarded for active participation in this program.

In the reporting period

1,106

employees were rewarded for active participation in this program

In our work to assess and prevent potential risks in the field of occupational health and safety, we actively apply the practice of scheduled and unscheduled inspections in accordance with the established requirements. In the reporting period, we conducted 15 planned and 4 unplanned inspections at the Corporate Center/Central Office of the PC and at subsidiaries and affiliates/branches. As a result, 494 violations were identified, of which 485 were promptly eliminated. In addition, 21,326 internal audits for compliance with industrial safety requirements were conducted at subsidiaries and affiliates/branches. The total number of identified non-compliances amounted to 52,392, of which 51,374 were eliminated. In addition, governmental authorities conducted 39 inspections of the Company's enterprises for labor protection, fire safety and sanitary and epidemiological conditions. As a result, 452 violations were identified, of which 306 were eliminated. Corrective action plans were developed based on the results of the inspections.



Investigation of incidents related to the realization of risks

The Company's facilities investigate incidents, accidents and incidents in accordance with the established documents. We promptly inform the state authorities of each lost-time accident. In case of serious accidents or accidents with severe consequences, including fatalities, a special investigation is conducted with the participation of a state labor inspector in accordance with the requirements of the legislation of the Republic of Kazakhstan.

We use the "Tree of Reasons" and "5 Why" methods for additional internal investigation of accidents to identify root causes. The findings are discussed at quarterly meetings attended by the Chairman of the Management Board and heads of subsidiaries and affiliates. After the discussion, information on the results of the investigation is shared with all subsid-

aries and affiliates in the form of information reports, as well as within the framework of quarterly meetings and injury reports containing a full description of accidents that occurred, their causes and measures taken.

To ensure safety at the workplace in Samruk-Energy JSC, we have implemented standards and procedures for investigating incidents related to work activities. These procedures include hazard identification, risk assessment and determination of corrective actions. We have also implemented a Risk Register that includes emergencies, accidents and other events with a high potential for severe or fatal outcomes. Our goal is to create a safe working environment by eliminating hazards and reducing risks, and actively seeking and eliminating the causes of potential incidents.

Investments in safety

Our responsible position in the area of employee safety and health is demonstrated by our high level of investment in occupational health and safety. Achieving a higher level of occupational health and safety requires a systematic approach and increased investment.

In 2023, we have allocated KZT 2.995 billion for health and safety activities.

Providing employees with protective equipment at work

To ensure employee safety and develop a culture of safe labor, systematic work is implemented at production facilities. All employees of Samruk-Energy JSC are provided with necessary personal protective equipment and overalls.

1.173

million tenge is allocated for the purchase of personal protective equipment in 2023

In 2023, we have allocated

2.995

KZT billion for health and safety activities

Financing of HSE measures, KZT billion

Indicator	2021	2022	2023
The amount of money spent to meet occupational safety requirements	4.336	3.789	2.995

Safety initiatives and projects

Samruk-Energy JSC actively implements advanced global standards in the field of industrial safety and labor protection to ensure personnel safety and increase the level of protection. As part of the Concept of a unified automated system for recording incidents and violations in the field of occupational health and safety, the Safe Production Project was implemented in 2023. The goal of the project is to reduce occupational injuries and raise the level of awareness of top managers on occupational health and safety issues.

Activities carried out to improve HSE performance efficiency:

- monitoring of personnel employment in hazardous working conditions (workplace certification, production control);
- monitoring the provision of personal and collective protective equipment;
- providing methodological and informational assistance to subsidiaries and affiliates;
- monitoring of the system of transparent registra-

tion of occupational accidents;

- monitoring of the system of individual responsibility (safety coupons);
- monitoring of leadership behavioral safety audits;
- identifying hazards and assessing the significance of risks;
- developing incentive mechanisms for reporting potentially hazardous incidents;
- conducting internal accident investigations to identify the root (systemic) causes of what happened;
- recording and investigating potentially hazardous incidents that did not result in accidents;
- holding seminar meetings at production facilities with specialists of the divisions responsible for labor protection issues in the Company's subsidiaries and affiliates;
- Control over the training of the first managers and labor protection specialists at IOSH and NEBOSH courses;
- Development of the Concept of a unified automated system for registering incidents and violations;
- Conducting HSE competitions for all of the Company's subsidiaries and affiliates.

GRI 403-2, 403-9, GRI 12: Coal Sector: 12.14.10

Occupational injuries

We take all necessary measures to achieve our safety goals and minimize workplace injuries. Through the “Safe Production” system based on the ASPANS platform, accessible via mobile applications or PCs, the company informs employees about possible hazards and incidents at work. The Standard “Motivation of Personnel to Safe Behavior” has also been developed to encourage transparent safety awareness among employees. A hotline, administered by an independent company and ensuring confidentiality and protection from harassment, is provided to enable employees to make proactive enquiries. All complaints and enquiries are handled professionally

and confidentially in accordance with the proactive reporting policy. Despite the measures taken, 10 labor-related accidents were registered at the enterprises of the Group of companies of Samruk-Energy JSC in 2023.

In 2023, the Company experienced tragic fatalities among our employees. We are truly saddened by the fact that 2 full-time and 1 part-time employees lost their lives in accidents, despite our commitment to achieve zero fatalities. We extend our condolences to the families and friends of our colleagues and deeply regret these irreparable losses.

Frequency of occupational injuries among the personnel of Samruk-Energy JSC

Indicator	2021	2022	2023
Total number of fatal accidents	0	4	2
Frequency rate of fatal accidents	0	0.13	0.07
Total number of occupational injuries with severe consequences (excluding fatalities)	4	4	5
Frequency rate of high-consequence occupational injuries (excluding fatalities)	0.13	0.13	0.16
Total number of recorded occupational injuries	6	10	10
Coefficient of frequency of occupational injuries (1,000,000 hours worked)	0.19	0.3355	0.33

Frequency of occupational injuries of personnel who are not full-time employees of Samruk-Energy JSC, but whose work and/or workplace is controlled by the Company

Indicator	2021	2022	2023
Total number of fatal accidents	0	1	1
Total number of occupational injuries with high consequences (excluding fatalities)	0	2	1
Total number of recorded occupational injuries	0	3	2

All incidents were thoroughly analyzed. The investigations resulted in 35 corrective measures to prevent similar incidents in the future. These measures include improvements in equipment reliability, personnel training and changes in the organization of the work process.

Potential hazardous situations are identified in accordance with the requirements of the enterprise standard “Occupational Health and Safety Risk Assessment”. Before issuing a work permit, authorized persons conduct a safety analysis of work processes, and information on workplace hazards is drawn up on a special form.

Every year we develop a risk register, based on which we develop action plans to manage significant risks and take corrective actions in the field of industrial safety and labor protection.

GRI 2-27

Indicator	2021	2022	2023
Total number of cases of non-compliance with laws and regulations, including:	54	69	40
penalty cases	43	60	40
cases of non-monetary sanctions	11	9	0
Total number of cases of non-compliance with laws and regulations whose fines have been paid	43	60	40
charged in previous reporting periods	24	36	0
charged in the reporting year	19	24	40
Total amount of fines paid for non-compliance with laws and regulations, thousand tenge	268.749	934.475	60.287
charged in the reporting year	135.903	297.069	60.287
charged in previous reporting periods	132.846	637.406	0



List of information on hazard identification, risk assessment and accident investigation of Samruk-Energy JSC

Name of required data	2021	2022	2023
Number of shutdowns of unsafe works	40	92	22
Number of fire prevention drills conducted by internal team	620	650	485
Number of fire prevention drills conducted with the involvement of public emergency services	7	9	36
Number of emergency response plan drills conducted	29	30	36
Number of emergency drills conducted according to the emergency response plan	1,052	1,081	36
Number of behaviour-based safety observations held by management of the production company (CEO, CEO-1, CEO-2), subsidiaries and affiliates (CEO, Deputy CEO, Director of department/unit, head of business unit)	1,819	3,911	2,983
Number of behaviour-based safety observations held by other employees	1,838	3,047	4,203
Number of audits held by the headquarters/central office of the production company in subsidiaries and affiliates/branches for compliance with H&S requirements	14	15	19
Number of non-compliances identified during audits held by the headquarters/central office of the production company in subsidiaries and affiliates/branches for compliance with H&S requirements	225	300	494
Number of eliminated non-compliances that were identified during audits held by the headquarters/central office of the production company in subsidiaries and affiliates/branches for compliance with H&S requirements	222	252	485
Number of internal audits in subsidiaries and affiliates/branches for compliance with H&S requirements	983	1,338	21,326
Number of non-compliances identified during internal audits in subsidiaries and affiliates/branches for compliance with H&S requirements	2,503	6,031	52,392
Number of inspections carried out by state occupational safety authorities	39	39	32
Occupational health and safety	5	3	2
Fire safety	16	20	10
Industrial safety	4	6	3
Sanitary and epidemiological condition	14	8	4
Other (specify)	7	11	18 (Energy Supervision)
Number of corrected non-compliances identified by governmental industrial safety authorities	784	387	452
Occupational health and safety	33	19	12
Fire safety	429	252	193
Industrial safety	157	46	104
Sanitary and epidemiological condition	60	24	65
Other (specify)	61	42	78
Amount of paid penalties in respect of PC by state authorities on industrial safety, tenge	237,994,405	1,545,063	7,072,500
Occupational health and safety	0	0	0
Fire safety	233,218,755	1,534,450	1,207,500
Industrial safety	656,325	765,75	0
Sanitary and epidemiological condition	3,098,375	9,847,545	5,520,000
Other (specify)	1,020,95	0	345,000

We analyze the structure and causes of occupational injuries. The most hazardous areas in the production process are service areas and elements of electrical equipment. Factors contributing to accidents include insufficient hazard recognition and risk assessment, falls from heights, exposure to moving, flying or ro-

tating objects and parts, victim inattention, poor organization of work processes, inadequate supervision of personnel, and direct violations of occupational health and safety rules.

GRI 403-9

Types of injuries among the personnel of Samruk-Energy JSC

Name of injury	2021	2022	2023
Chemical burns, thermal burns	0	1	2
Bruise	2	2	0
Traumatic amputation	0	0	0
Electrical injuries (thermal burns)	0	1	1
Fractures	3	1	1
Complex trauma (fracture, contusion, rupture of internal organs)	1	3	5
Eye trauma	0	1	1
Craniocerebral trauma, concussion.	0	1	1
Total	6	10	10

In 2023, we actively monitored the implementation of the corrective action plan taken after accident investigations to reduce the risk of injuries. We also carried out activities to improve the occupational health and safety system with a focus on improving safety culture among employees.

Measures to prevent occupational injuries:

- communicating the circumstances and causes of accidents to all employees;
- conducting unscheduled briefings for all production personnel;
- conducting unscheduled assessment of knowledge of H&S regulations, rules and instructions for employees in the units where the accident occurred;
- holding monthly Safety Days with the participation of top managers of the enterprises, with the development of measures to eliminate the identified violations;
- conducting comprehensive inspections of equipment, buildings, facilities and workplaces by the

occupational safety and health services, developing action plans with deadlines and responsible persons;

- training of all production personnel in accordance with the Rules for Training, instructing and checking the knowledge of employees on H&S issues;
- holding seminars and meetings at all enterprises before the start of repair campaigns with engineers and technicians of structural subdivisions authorized to issue work orders, be supervisors and performers of work, with practical training on the correct admission of a team to work and issue work orders;
- certification of workplaces in terms of working conditions (at least once every five years);
- replacement of equipment that has exhausted its durability and poses a serious hazard to production personnel;
- involvement of top management by conducting leadership behavioral safety audits;
- workplace risk map/registers updated, taking into account additional training/education of personnel on hazard identification and risk assessment.

GRI 403-6, 403-10, GRI 12: Coal Sector: 12.14.7, 12.14.11

Health care

At the enterprises of Samruk-Energy JSC, the main risk factors for occupational diseases are dust level, noise and vibration exposure. Parameters of these factors are regularly measured and controlled at workplaces.

In 2023, laboratory tests and certification of workplaces were carried out to identify labor conditions that may be harmful or hazardous. In addition, Samruk-Energy JSC conducts production control at workplaces.

The Company's subsidiaries and affiliates have 31 permanent medical personnel, in addition to which medical personnel work on a contractual basis. Every year, our subsidiaries and affiliates and the Corporate Center conclude contracts to insure employees against accidents that occur during the

performance of their labor or official duties, according to the results of a tender procedure.

Expenditures on measures to preserve personnel health and prevent diseases, in accordance with legal requirements, are approved annually in the Company's development plan.

In 2023, no cases of work-related personnel illnesses were reported by the Company.

List of information on health promotion and occupational diseases of Samruk-Energy JSC employees

Indicator	2021	2022	2023
Number of cases of health deterioration at the workplace, not related to labor activity and not resulting in fatal outcome	13	18	10
Number of deaths not related to labor activity due to health deterioration	3	1	7
Number of employees on the "D" register	2,021	2,060	858
Number of registered occupational diseases	0	0	0
Number of employees subject to mandatory periodic medical examination	14,497	14,679	15,077
Number of employees who have undergone periodic medical examination in accordance with the legislation of the Republic of Kazakhstan	14,282	13,877	14,878

Regular medical examinations are conducted to monitor the health of employees. During the reporting period, 14,878 employees underwent mandatory periodic medical examinations. Based on the results of the examinations, employees with chronic diseases received timely treatment and rehabilitation. Employees with a need for restrictions on working conditions were restricted in accordance with the recommendations of the medical commission. Employees engaged in hazardous work were provided with enhanced nutrition, such as milk or similar products. Within the framework of the corporate health improvement program, health resort treatment was provided to the personnel. In addition, according to the results of periodic medical examinations, a health improvement plan was developed:

- dispensary monitoring of employees with chronic diseases is organized for the purpose of timely treatment and rehabilitation;

- health resort treatment is organized for employees suffering from chronic diseases in accordance with the recommendation of the medical commission;
- persons who are not professionally fit were sent for additional examination, and restrictions on working conditions were provided to employees who have restrictions according to the conclusion of the medical commission.

All employees engaged in work with increased danger, machines, and mechanisms undergo pre-shift and post-shift medical examinations, in addition to regular medical examinations. In addition, we carry out ongoing preventive measures aimed at maintaining employee health and preventing negative health impacts associated with work activities.

GRI 403-8, GRI 12: Coal Sector: 12.14.9

Assessment of contractor labor protection and industrial safety system

We understand the importance of involving contractors in health and safety processes and integrating them into the HSE management system to ensure an overall high level of safety.

In this area, the key document is the “Regulations on the Organization of Contractors Work on the Company's Premises”, which contains the basic requirements for contractors on occupational health and safety management systems. In accordance with this document, we carry out occupational health and safety audits of both potential and existing contractors to identify the causes of incidents and accidents, as well as to assess the organization of workplaces.

The occupational health and safety management system covers 100% of the personnel of contractors involved in the Company's operations.

All contractors are subject to a system of penalties for violations of H&S rules. The list of such penalties, including termination of cooperation, is set out in the contract with contractors.

During the reporting period, 342 internal audits of contractors' activities to ensure compliance with H&S requirements were conducted. As a result, 287 violations were identified.

GRI 403-4, 403-5, GRI 12: Coal Sector: 12.14.5, 12.14.6

Informing and training of personnel

Key occupational health and safety processes include risk assessment, medical examinations, training and provision of personal protective equipment. Ensuring good working conditions is an inalienable right and a key principle of decent work. The distribution of responsibility among management personnel at all levels and the active participation of all employees play an important role in the management of occupational health and safety. Workers have the right to participate in this process through trade unions.

- first aid treatment;
- safe driving;
- other vocational programs.

All personnel undergo compulsory training on OSH (Occupational Safety and Health) programs for professions and related professions, with the issuance of a certificate by the training center, or by the training center of the company itself.

We are actively working to improve our staff's competence in occupational health and safety. Occupational H&S training is available to all employees, regardless of their position. Training programs are developed in accordance with legal requirements and adapted to specific specialties, including both group and individual forms of training.

All production personnel receive training in occupational H&S.

Employees of Samruk-Energy JSC are trained in the following areas:

- occupational safety;
- occupational health;
- fire safety;

In 2023,

12,449

Company employees received occupational health and safety training.

We are actively working to raise staff awareness of occupational health and safety issues. This is done through specially designed briefings, information stands, production councils, safety leaflets, and orders. Personnel also receive information about hazards and situations through the automated Safe Production system.

Training of employees in the field of occupational safety

Training	2021	2022	2023
Number of employees trained in occupational safety within the framework of the RK legislation requirements	17,671	22,344	12,449
occupational health	5,502	7,523	1,825
occupational safety	10,341	12,291	5,459
fire safety	5,540	4,535	3,458
other areas	3,040	4,237	1,904
Number of employees trained in occupational safety outside the requirements of the RK legislation	200	236	244
occupational health	11	82	102
occupational safety	0	0	0
fire safety	0	0	0
other areas	262	294	316
Number of employees trained in first aid to the injured (paramedic) at the workplace	60	73	213
Number of employees trained under the NEBOSH program	1	7	13
Number of employees trained in the IOSH program	4	4	102
Number of employees trained in defensive driving course	0	25	11

Ensuring fire safety

We provide all enterprises within the Group of companies of Samruk-Energy JSC with basic fire extinguishing equipment, including portable and mobile fire extinguishers, as well as equipment for fire water supply, such as fire hydrants. In addition, these enterprises have boxes with powder composition (sand) and fire-resistant materials such as coshma, felt and others.

Representatives of Samruk-Energy JSC, state control bodies and labor protection specialists at all enterprises of the Company conduct scheduled and unscheduled inspections to ensure availability of serviceable fire extinguishing equipment.

In 2023, there were no cases of significant fire at the enterprises of Samruk-Energy JSC.

We actively invest in the training of our employees and organize trainings and drills on fire and fire prevention. In 2023, our internal formations conducted 485 exercises in this area. We also organized 36 exercises involving state firefighting services.

Plans for 2024 and the medium term

In 2024, we will continue to implement measures aimed at improving HSE performance with continuous improvement of the corporate management system and its processes, including:

- training on the “Safe Labor Culture” course for production personnel, international standards in the field of occupational health, and safety;
- Involvement of top managers in HS issues by con-

- ducting leadership behavioral safety audits;
- work on digitalization of HS processes;
- conducting psychological training for employees of subsidiaries and affiliates by a qualified specialist;
- organization and holding of the preventive campaign “In the Rhythm of a Healthy Heart” meetings with the heads of structural subdivisions and contractors, etc.