



HSE POLICY STATEMENT

Scope of services: Bestcomp Group CJSC is a provider of System Integration, Business Automation Solutions, Data Center, Server and Storage, Enterprise IT Security, and Networking Solutions, Power and Cooling Solutions, Structured Cabling Systems, Audio and Video Solutions, Application and Software Development, Consulting and Outsource Services, Distributorship, Sales, Technical Support, and Service.

Our commitment: Bestcomp Group CJSC is committed to comply with all applicable laws, standards, codes, client's needs, expectations, and relevant requirements to achieve high standards protection of health, safety, and environment. Our processes are structured into a documented OH&S Management System, which meets the requirements for ISO 45001:2018 International Standard.

We take obligation to apply in our activities to principles and methods described below:

- **Health, Safety & Environment Protection:** It is company's intention to prevent, as far as reasonably practicable, accidents, incidents, injuries, and ill health to all personnel, whether directly or indirectly employed and to members of the public. Senior management and supervisory staff are aware of their responsibilities in relation to protection of environment, safety, health, and welfare of all personnel. Organization aims to prevent any pollutions & effects to the environment.
- **Management of Risks:** Bestcomp Group CJSC provides risk-based management to ensure that all the risks related to health, safety, and environment, which may directly or indirectly affect activities of our organization will be assessed, available hazards identified, and effective control measures applied.
- **Continuous improvement:** We will promote the continuous improvement of the operational processes through implementation of best practices and the visible leadership, commitment, involvement of the line management, consultation, and participation of workers.
- **Objectives and Targets:** We will identify the objectives for HSE related issues and set the targets to achieve them for each year of operations, which will be reviewed on annual basis by senior management. Training of employees will be an integral part of the strategy to achieve the objectives.
- **Resources:** All necessary resources such an intellectual, financial, informational, assets and others will be provided by company management to achieve planned objectives and targets
- **Interested parties:** The safety of company staff and our clients, suppliers, partners, and other interested parties are most important for us. We will take all applicable measures to ensure safety of employees and other related persons.
- **External and internal issues:** Any issues that could influence the safety of people and environment such as changes in operations, working conditions, client requirements, new expectations of interested parties, staff morale and others will be always considered.
- **Responsibilities:** It is the duty of each employee comply with requirements of this HSE policy and cooperate with the management to ensure that the workplace remains as safe as possible. Employees shall report to management any concerns, which may have affected the safety of our operations. Any employee who does not comply with this policy or any other safety requirements will be liable for disciplinary action. **Chief Executive Officer (CEO)** has overall responsibility for Safety within the Company. He monitors and keeps under control the effectiveness of this policy.
- **Communication:** The HSE Policy principles will be always communicated and available to staff. To involve our customers, and any interested parties with a legitimate interest in our commitment, this Policy Statement is made available on our website.