

## The Health and Safety Policy

The Health and Safety Policy of Silleno LLP (hereinafter referred to as "the Company") is aimed at creating safe working conditions, minimizing risks, achieving ZERO injuries, accidents, and incidents, and ensuring compliance with the legislative and regulatory requirements of the Republic of Kazakhstan.

### Basic Principles of the Policy:

- priority of life and health of workers, labor safety above production interests;
- compliance with legislation, fulfillment of all requirements of the Labor Code, state standards and regulations;
- risk prevention, prevention of injuries and accidents through assessment and minimization of production risks;
- training and information, regular safety briefings, trainings and advanced training of employees on occupational safety issues;
- encouraging initiative in matters of improving labor protection and safety (hereinafter referred to as HSE);
- encouraging initiative in matters of improving occupational health and safety (hereinafter referred to as HSE);
- joint participation, involvement of workers in occupational safety processes and creation of a culture of safe behavior.

### Main directions of the Policy:

- development and implementation of occupational safety and injury reduction programs;
- conducting certification of workplaces and assessing professional risks;
- providing workers with personal protective equipment (PPE);
- regular inspections and monitoring of compliance with safety requirements;
- conducting medical examinations for employees;
- organizing the investigation of accidents and their prevention;
- improving the occupational safety management system at the enterprise;
- compliance with the requirements of the legislation of the Republic of Kazakhstan, international and national standards, internal documents in labor protection and safety;
- demonstration of leadership and commitment of senior management to HSE, active involvement of each employee in the development of a safety culture;
- encouragement, development and dissemination of best practices and experience in the field of HSE both within the Company and among contractors/subcontractors and shareholders.

### Responsibility and control over compliance with HSE requirements:

- Managers at all levels shall bear personal responsibility for creating safe working conditions;
- Employees shall comply with established rules and participate in occupational safety programs;
- The Company shall appoint persons in charge of monitoring the state of HSE;
- Safety system audits shall be regularly conducted with the aim of improving them.

### Personal responsibility:

Employees of the Company and contractors/subcontractors at all levels are required to cooperate in complying with all HSE regulations, recognized safe work practices and Company work instructions. Employees shall refrain from any action or inaction, as well as from anything that poses a danger to any person, and shall be alert to such dangers, reporting to the immediate supervisor and responsible persons of the Company about situations or methods that may pose a danger to people or property.

All Company employees and Contractors are authorized and obligated to Stop any work if they have concerns about managing Health, Safety, or Environmental risks.

### Implementation:

In order to implement the Policy, the Company will:

- maintain an HSE management system that describes all aspects of the organization, planning, delegation, control, documentation, verification, review and improvement of HSE;
- ensure that workplaces are assessed, appropriately equipped and free from recognized hazards that could cause death, injury, illness, property loss or adverse environmental impacts;
- allocate resources and assign responsibilities to achieve the target goals;
- encourage employees to raise awareness of HSE in their area of work, to prevent injury to themselves and others and to report accidents and hazards promptly to their management and responsible persons;
- implement incentive programs for compliance with and improvement of HSE conditions;
- implements motivation programs for compliance with and improvement of occupational safety and health

- conditions;
- hold all management personnel responsible for developing and maintaining safety awareness among their employees and for assessing and meeting their training needs;
  - provide employees with appropriate protective equipment (PPE) where necessary;
  - provide appropriate training if necessary;
  - ensure the involvement of the Company's employees in the HSE management system and processes;
  - comply with all laws, regulations and standards of the Partnership Shareholders that affect the activities of the Company and its employees;
  - ensure communication and consultation on HSE issues between all Company employees, contractors/subcontractors and interested parties;
  - improve the efficiency of personnel response and the Company's readiness to act in emergency and emergency situations;
  - ensure transparency, openness and reliability of information on the Company's activities in the field of occupational health and safety, its content and efficiency, including regular reports and feedback.

The obligations expressed in this Policy are the basis for setting goals in the field of HSE, apply to the Company, contractors/subcontractors, and are included in the system of business relations of the Company with partners.

The Company's management is responsible for providing all necessary resources for the implementation of this Policy. All employees of the Company, contractors/subcontractors, are required to familiarize themselves with this Policy and comply with its provisions. Compliance with it helps reduce injuries, improve working conditions and increase the efficiency of the Company.

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**Zhandos Kaigeldi**  
General Director  
SILLENO LLP





## DRIVING AND JOURNEY MANAGEMENT

Rev. 1

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## DRIVING AND JOURNEY MANAGEMENT

Silleno LLP (hereinafter referred to as the Company) identifies the vehicle as one of the high potential risks for accidents that may result in serious injury or death that may be encountered by the Company's employees, contractors/subcontractors and visitors.

Therefore, the primary objective of this Policy is to help prevent accidents, property damage and the risk of personal injury associated with these incidents.

### This Policy is that

- all vehicles (including heavy and special equipment) will be used only for the implementation of the Company's activities and will be operated only by trained, authorized and competent persons who meet the criteria for drivers and operators of ground vehicles.

### The stated objectives of this Policy include:

- the principle of zero tolerance for losses and damages, striving for a "zero" rate of traffic accidents; compliance with the requirements of the legislation of the Republic of Kazakhstan, national and international standards, internal documents in the field of traffic safety and safe driving of vehicles; strict use of seat belts and compliance with the speed limit while driving vehicles.
- prohibiting drivers from using mobile communication while driving;
- technical inspection of the serviceability of vehicles, their completeness in accordance with the established standards, before each trip on the road (Rule 360);
- training and advanced training of drivers and other employees under the safe driving program, provision of first aid to victims of traffic accidents;
- implementation of means of control and monitoring of vehicles based on best practices;
- leadership and commitment of senior management regarding transport safety, involvement of every employee in the development of a safe driving culture, responsibility for personal safety and the safety of others;
- preventing employees/passengers from taking any actions or giving any instructions that force drivers to violate traffic safety requirements;
- transparency of information regarding traffic accidents and violations, regardless of the categories of incidents;
- timely recording and conducting internal official investigations of each traffic accident in order to identify the root causes and take the necessary preventive and corrective measures;

### Compliance with the safety requirements **PROHIBITING**:

- smoking in the passenger compartments of vehicles;
- driving a vehicle during daylight hours with low-beam headlights or daytime running lights turned off;
- unauthorized transportation of strangers in vehicles or cargo
- Vehicles with gas cylinder equipment are prohibited from entering the territory of the IGCC (integrated gas chemical complex).
- use of a personal vehicle on the territory where the use of the Company's official vehicles is provided, as well as the use of vehicles for official or production purposes without a written permission of the Company and the corresponding waybill.

The Policy applies to all employees of the Company, as well as employees of contractors/subcontractors providing services for the Company, including transportation.

This document is open and accessible to all interested parties.

All employees of the Company and contractors/subcontractors are required to familiarize themselves with this Policy and comply with its provisions.

Zhandos Kaingeldi  
General Director  
SILLENNO LLP





## Personal Protective Equipment Policy of Silleno LLP

This Policy sets forth requirements for the use of personal protective equipment (hereinafter referred to as PPE) at construction and production sites in order to ensure the safety of the Company's employees, contractors/subcontractors and to prevent accidents.

All employees of the Company, contractors/subcontractors, visitors and trainees entering any PPE wearing area on the territory of the Company, contractors/subcontractors, must wear the required PPE.

Silleno LLP (hereinafter referred to as the Company) requires all personnel of the Company, contractors/subcontractors, visitors and trainees to wear PPE at all times in all designated areas.

The rules for wearing PPE include, but are not limited to:

- Sleeves of workwear must cover all exposed areas of skin;
- PPE is properly secured;
- Wearing overalls/trousers outside the boots.

When entering any PPE wearing area, it is mandatory to wear safety shoes, a safety helmet, safety glasses, safety gloves, and wear a helmet with a chin rest (when working at a height of 1.3 m or more). All personnel must wear gloves appropriate to the task to be performed before performing any such task, including but not limited to: manual lifting, welding, grinding, torch operation, rigging or any other activity where there is a possibility of hand injury. To avoid incidents related to falling objects when working at height, work tools used by personnel must be equipped and secured with safety ropes.

Each employee is responsible for storing and pre-checking PPE before starting work. Any PPE that is found to be unsuitable for use, worn or damaged must be written off and replaced with appropriate PPE.

### Employee Responsibilities:

- using the provided PPE in accordance with its intended purpose;
- compliance with the established requirements for the use and maintenance of PPE;
- reporting any detected faults or damage of PPE;
- undergoing training on the correct use of protective equipment.

### Responsibilities of the Company and persons in charge of HSE:

- providing employees with certified PPE appropriate for the season and corresponding to the nature of the work performed;
- conducting regular briefings and training on the use of PPE;
- monitoring the correct use of PPE and its timely replacement;
- organizing the storage, accounting and issuance of PPE in accordance with the established standards.

Mandatory PPE at construction and production sites and depending on the type of work performed:

### Employees are required to use

- protective helmet;
- special clothing with protective properties;
- special footwear (with reinforced toe);
- eye protection (glasses, shields);
- hearing protection (earplugs, headphones);
- respiratory protection (respirators, masks);
- fall arrest systems when working at height;
- wear anti-slip shoe pads in winter if necessary, etc.

### Control and Responsibility:

- Responsible persons must regularly check the compliance with the requirements for the use of PPE;
- Violation of the requirements for the use of PPE entails disciplinary measures, up to and including suspension from work;



**PERSONAL PROTECTIVE EQUIPMENT POLICY OF SILLENNO LLP**

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- Employees are personally responsible for the safety and proper use of the protective equipment issued to them.

This Policy is aimed solely at improving individual safety, therefore its compliance is mandatory for everyone. Systematic non-compliance will be considered a disciplinary violation. All employees of the Company, contractors/subcontractors are required to familiarize themselves with this Policy and comply with its provisions.

**Zhandos Kaigeldi**  
General Director  
SILLENNO LLP





## ALCOHOL AND DRUGS POLICY

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### Alcohol and Drugs Policy of Silleno LLP

The Alcohol and Drug Policy is aimed at ensuring a safe, productive and healthy work environment for all employees of Silleno LLP (hereinafter referred to as the Company). It applies to all employees of the Company, including full-time employees, temporary staff, contractors/subcontractors and interns.

The Company is responsible for the health and safety of the Company's employees/contractor/subcontractor personnel and strives to achieve optimal productivity, quality of work and working environment for contractor/subcontractor personnel.

Any incident where an employee of the Company, contractor/subcontractor uses drugs/alcohol, in addition to the (medical/social) consequences, will have a negative impact on the work activity of this person.

As a result, he/she and his/her colleagues may be exposed to an increased risk of an incident or accident. In addition, the Company will suffer material damage due to a decrease in the performance of the employee of the Company, contractor/subcontractor.

The Company's policy is that employees of the Company and contractors/subcontractors who are in the workplace (office, workshop, vehicle, construction site, residential premises, etc.):

- must not have drugs and/or alcohol in their possession;
- must not be under the influence of drugs and/or alcohol;
- must not work in potentially hazardous areas if they are taking medications that may adversely affect their work performance, or may work there only after consultation with a Company medical professional;

The following approach has been chosen within the framework of this basic concept:

- defining clear boundaries regarding the use of alcohol and drugs, and conducting checks on their compliance. For example:
  - random testing, carried out without warning;
  - testing upon suspicion, if there is reason to believe that an employee is under the influence of prohibited substances and alcohol;
  - testing after an incident, if an incident occurs in the workplace;
  - refusal to undergo testing is considered a violation of this Policy;
  - ensuring that all employees of the Company, personnel of contractors/subcontractors are familiar with this Policy regarding alcohol and drugs;
- properly informing managers on this issue so that they can identify cases of alcohol and drug use or abuse as quickly as possible and take appropriate measures;
- preventing the presence and use of alcohol or drugs in the workplace: in office and production sites, in buildings, warehouses and residential premises of the Company, contractors/subcontractors, both during working and non-working hours;


#### Responsibility and consequences:

- disciplinary measures;
- the possibility of criminal or administrative liability (if the violation affects laws);
- an employee of the Company, contractor/subcontractor shall compensate damages if his actions led to financial or property losses of the Company. Alcohol consumption is permitted at official corporate events if permitted by management.

All employees of the Company, contractors/subcontractors are required to familiarize themselves with this Policy and comply with its provisions.

The general rule is that storage and consumption of alcohol and drugs is prohibited at the workplace.

  
**Zhandos Kaigeldi**  
General Director  
SILLENNO LLP

	<b>SMOKING AND NICOTINE-CONTAINING DRUGS POLICY</b>	
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### Smoking and Nicotine-Containing Drugs Policy Silleno LLP

Silleno LLP (further – Company) recognizes that for the well-being of all employees, the Company must provide a safe working environment that does not pose a threat to the health of employees. Current research shows that in addition to active smoking, “passive” smoking also poses a health hazard and shall not be tolerated by the Company employees, contractor/subcontractor personnel and visitors.

Passive smoking is the inhalation of second-hand or ambient tobacco smoke by people who are not intended “active” smokers. It occurs when tobacco smoke is spread in the environment and is inadvertently inhaled by people in it.

In order to provide a safe working environment for all employees, the Company adheres to a complete ban of smoking in offices, restrooms, corridors, workstations, etc. at any time of the day. Smoking is permitted only in designated smoking areas. These areas must be equipped with appropriate waste collection facilities, have adequate ventilation and be located at a safe distance from flammable objects to avoid the risk of fire or explosion from smoking.

**Employee Responsibilities:**

- compliance with the established rules and not smoking in prohibited areas;
- Do not expose Company employees, contractor/subcontractor personnel and visitors to passive smoking;
- reading and following the Company Policy;

**Responsibility for violations:**

- oral and written warnings;
- disciplinary action (reprimand, severe reprimand, dismissal);
- This Policy is mandatory for all employees and applies to all structural subdivisions of the Company, contractors/subcontractors.

All employees of the Company, contractors/subcontractors are required to read this Policy and comply with its provisions. By adhering to this Policy, the Company will contribute to improving the well-being of employees and increasing their productivity.



### Environmental Protection Policy Silleno LLP

**Environmental policy** is a system of measures aimed at preserving the environment, rational use of natural resources and reducing the negative impact on the environment.

Silleno LLP (hereinafter referred to as the Company) plans and carries out its activities in accordance with sound environmental principles. The Company will always strive to carry out its work in such a way as to minimize any negative impact on the environment and is committed to continually seeking ways to reduce any damage to the environment.

Where the Company's activities are subject to specific laws or regulations requiring compliance, the Company will fully comply with all such applicable laws and regulations and, where possible, exceed the minimum requirements (best practices).

#### **Main Directions of Environmental Policy:**

- environmental protection – measures to reduce air, water and soil pollution;
- rational use of natural resources;
- environmental education and awareness – development of a culture of environmental behavior among the Company's employees, contractors and subcontractors;
- openness and accessibility of environmental information, interaction with all interested parties within the framework of the environmental impact assessment procedure;
- ensuring transparency and awareness for shareholders, partners, government agencies, the public and other interested parties about aspects of the Company's activities in terms of environmental protection;
- preventive measures to eliminate negative environmental impacts on the environment.
- strict compliance with the requirements of environmental legislation of the Republic of Kazakhstan, international and national standards, internal documents in the field of environmental protection;

#### **In order to implement this Policy, the Company will:**

- strictly comply with the requirements of the environmental legislation of the Republic of Kazakhstan, international and national standards, internal documents in the field of environmental protection;
- strive to reduce the volume of waste generation and disposal in the environment, safe handling, separate waste collection;
- conduct an environmental impact assessment of the Company's facility, from the Construction stage through to the Commissioning stage with mandatory informing the public and shareholders, and posting this information in open sources;
- reduce the negative impact on the environment;
- conduct environmental monitoring and maintain environmental protection reports;
- allocate resources and distribute responsibilities to achieve the set objectives;
- be aware of and take measures to minimize any negative impact on land and water resources in the places of its activities;
- promote environmental awareness and responsibility among the Company's employees, contractors/subcontractors;
- conduct appropriate training for employees;
- use energy and other natural resources efficiently;
- maintain effective plans to combat unwanted/unplanned emissions into the environment;
- take into account the concerns of local communities regarding the impact of the Company's activities on the environment;
- manage environmental aspects, monitor and minimize environmental impacts associated with the design, development and supply of products, and address issues at each stage of the life cycle;
- develop a communication strategy with equal emphasis on external and internal



## ENVIRONMENTAL PROTECTION POLICY

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communications, as well as perform information reporting required by regulatory authorities and, where necessary, other stakeholders;


- conduct audits and analysis of environmental activities, and adjust targets to improve efficiency at appropriate intervals.

The Company's responsible persons undertake to strive to implement this Policy, monitor its implementation and hold accountable for non-compliance with environmental standards.

All employees of the Company, contractors/subcontractors, are required to familiarize themselves with this Policy and comply with its provisions.

  
**Zhandos Kaigeldi**  
General Director  
SILLENNO LLP



	<b>SILLENO LLP WORK SAFETY CULTURE POLICY</b>		
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## Silleno LLP Work Safety Culture Policy

**Silleno LLP** (hereinafter – Company) prioritizes the life and health of Company, Contractor and Subcontractor employees above all other business aspects. This Policy is aimed at fostering and maintaining a strong Work Safety Culture, where Company, Contractor and Subcontractor employees’ safety, health and well-being are integral to all business processes and decision-making.

### Policy Objective

Achieve zero injuries and ensure safe working conditions for all Company, Contractor and Subcontractor employees through:

- Integrating Work Safety Culture throughout Company, Contractor and Subcontractor business processes;
- Developing leadership and fostering personal commitment to Work Safety Culture among employees.

### Commitments and Principles

To implement this Policy, Company Management is guided by the following principles and undertakes the following obligations and requires compliance from all Company, Contractor and Subcontractor employees:

- Life and health are the highest value. Every Company, Contractor and Subcontractor employee recognizes their accountability for their own safety and the safety of their colleagues.
- Accountability. Every Company, Contractor and Subcontractor employee is accountable for compliance with occupational, industrial, and environmental safety.
- Responsibility level is commensurate with position held. The higher the position, the greater the responsibility for ensuring safe working conditions.
- Safety is an integral part of any job. Every task must and can be performed safely. Managers are obliged to create proper conditions for this.
- Leadership and engagement. Managers must lead by example in complying with safety requirements and actively involve Company, Contractor and Subcontractor employees in improving Work Safety Culture at all levels.
- Right to stop work. Every Company, Contractor and Subcontractor employee has the right to stop work if hazardous conditions or actions are identified, until all risks and potential threats are eliminated.

The commitments outlined in this Policy form the basis for setting Work Safety Culture related goals and apply to all Company, Contractor and Subcontractor employees. These commitments are embedded in Company’s relationships with business partners.

All Company employees are required to be aware of this Policy and strictly adhere to its provisions. Its implementation contributes to reducing injuries, improving working conditions, and ensuring the sustainable Work Safety Culture development within Company. Company brings this Policy to the attention of Contractor and Subcontractor entities.

This Policy is part of Silleno LLP overall health and safety strategy and is subject to regular review and updates in accordance with changes in legislation, business environment and international best practices.

**Mukhtar A. Avutbayev**  
General Director  
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