

ERG safety, labour and environmental protection policy

In this document, "Company" or "ERG" refers to Eurasian Resources Group S.a.r.l. and includes all its subsidiaries when applicable.

The ERG Board of Managers considers a successful operation of safety, labour and environmental protection management system at all levels as an essential condition for a long-term success of the entire Company.

We believe that we can prevent any harm to the health of our employees, contractors, visitors and local communities and can preserve favorable environment of the regions where we operate.

In all countries where the Company operates, we undertake the following responsibilities in the field of safety, labour and environmental protection:

1. comply with all relevant legislative and internal requirements of Eurasian Resources Group;
2. develop, introduce, maintain and improve a recognized management system, best practices and programmes of safety, labour and environmental protection for the appropriate and consistent implementation of this policy in all enterprises;
3. hold top management of all Eurasian Group businesses accountable for risk-based improvements in safety, health and environmental performance.
4. ensure that all employees understand their safety, health and environmental responsibilities and demonstrate, through their own actions, a commitment to safety, health and environmental issues;
5. monitor implementation of our policy;
6. provide a reliable estimate of the safety, labour and the environmental protection management system through regular audits and analysis of the achieved results;
7. encourage the effective participation, promote competence of employees, contractors and stakeholders in policies and programmes of safety, labour and the environmental protection of our enterprises through trainings, communications and regular reporting;
8. integrate safety, labour protection and environmental issues as a part of business planning and decision-making processes, and provide necessary resources to implement the commitments made;
9. provide open and transparent two-way communication on safety, labour and environmental protection with all stakeholders;
10. set appropriate goals and track the progress to ensure constant improvement of the safety, labour and environmental protection objectives.

The ERG Board of Managers requires active commitment and responsibility to ensure compliance with the safety, labour and environmental protection policy from all employees and contractors of the Company.

Chief Executive Officer (CEO)

Benedikt Sobotka



February, 2016