

Document Code: MM va XTB-S-1	Joint Stock Company “NAVOIYAZOT”	Copy № __1__
---	---	---------------------

AGREED

Chairperson of the Trade Union
Committee
JSC “Navoiyazot”
14 May 2026

APPROVED

by the Chairman of the
Management Board
of JSC “Navoiyazot”
May 14, 2026

Put into effect by

Order No. 0847
of JSC “Navoiyazot”
dated May 21, 2026

POLICY ON OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY

Revision No. 1	Validity Period — 5 year	Total pages: 17
----------------	--------------------------	-----------------

Terms and definitions

Industrial Safety – a state of protection of vital interests of individuals and society from accidents and incidents at hazardous production facilities (HPFs) and their consequences.

Accident at Hazardous Production Facilities – destruction of structures and/or technical devices used at HPFs, uncontrolled explosion and/or release of hazardous substances.

Incident at Hazardous Production Facilities – failure or damage of technical devices used at HPFs, deviation from the technological process, violation of requirements contained in legislative acts and regulatory technical documents in the field of industrial safety.

Occupational Health and Safety Management System – an organizational structure that includes rules, procedures, and resources aimed at managing occupational health and safety.

Personal Protective Equipment (PPE) – technical and other means used to prevent or reduce the impact of harmful or hazardous industrial factors on the employee, as well as to protect against contamination.

Incident at Hazardous Production Facilities – failure or damage of technical devices used at hazardous production facilities, deviation from the technological process, or violation of requirements contained in legislative acts and regulatory technical documents in the field of industrial safety.

Workplace Accident – an event resulting in an employee sustaining an occupational injury or other health damage related to the performance of work duties, both on the employer's premises and outside, including during travel to or from work using employer-provided transport, which led to reassignment, temporary or permanent loss of professional capacity, or death.

Workplace Certification for Working Conditions and Equipment Hazard Assessment (Certification) – a set of measures aimed at assessing working conditions, the severity and intensity of the labor process at workplaces, and equipment hazards, identifying harmful and hazardous industrial factors, and bringing working conditions into compliance with established legal requirements.

Safety Culture – a system of values, beliefs, and behaviors aimed at ensuring workplace safety.

Proactive Risk Management – an approach based on identifying and analyzing potential threats before they materialize.

Zero-Injury Concept – a principle stating that all accidents and incidents can be prevented.

ISO 45001 – an international standard that sets requirements for occupational health and safety management systems.

Industrial Safety Compliance Monitoring (Production Control) – a set of organizational and technical measures aimed at ensuring safe operation of HPFs, preventing incidents and accidents, and ensuring readiness to contain and eliminate their consequences.

Hazardous Production Facilities (HPFs) – enterprises, workshops, sites, or areas where hazardous substances (explosive, flammable, toxic, explosive materials) and waste threatening health and the environment are used, produced, processed, stored, transported, or disposed of. These also include facilities with equipment operating under pressure above 0.07 MPa, stationary lifting mechanisms, escalators, cableways, funiculars, as well as places where metal melts are produced or mining operations are carried out.

Hazardous Production Facility (HPF) – enterprises or their workshops, sites, areas, and other production facilities as defined in Article 4 of the Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities.

Table of contents

Terms and definitions	2
Table of contents	3
1. Introduction.....	5
1.1. Policy Objective.....	5
1.2. Scope.....	6
1.3. Commitments and Principles	6
1.4. Approach.....	6
1.5. Related Documents	7
2. Policy and Control Standards	7
2.1. National requirements	8
2.2. Internal regulations	9
2.3. International standards and approach	10
3. Organization and responsibility	11
3.1. General principles of duty allocation	11
3.2. Human Resources and Resource Provision	12
4. Occupational Health and Industrial Safety Action Plan	12
5. Control, Monitoring and verification.....	13
5.1. Monitoring requirements	13
5.2. Reporting and documentation	13
5.3. Integration with Workplace Certification	13
6. Training and Competency Development	13

7. Reporting	14
8. Investigation of Accidents and Incidents.....	15
8.1. Accident Investigation.....	15
8.2. Internal Investigations	15
8.3. Orders for Commission Formation	16
8.4. Root Cause Analysis and Lessons Learned	16
9. Final provisions.....	17

1. Introduction

This Policy defines the strategic goals and principles of JSC “Navoiyazot” in the field of occupational health and industrial safety (OHS), establishes requirements for management systems, training, monitoring, and investigation of accidents, emergencies, and incidents, and sets unified approaches to interaction with employees, contractors, and government authorities.

The document has been developed in accordance with:

- The Law of the Republic of Uzbekistan “On Occupational Safety”.
- The Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities” No. LRU-57.
- GOST 12.0.230-2007 “Occupational Safety Standards System. Occupational Safety Management Systems. General Requirements”;
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 291 dated May 19, 2020.
- ISO 45001:2018 “Occupational Health and Safety Management Systems”;
- Resolution of the Cabinet of Ministers dated December 31, 2020, No. 4939 *On measures for radical improvement of the qualification assessment system and ensuring the labor market with qualified personnel*, and the Regulation approved on April 1, 2024, by the Chairman of the Board of JSC “Navoiyazot”.
- Model Regulation of the Ministry of Labor of the Republic of Uzbekistan, registered on August 14, 1996, No. 272 *On the organization of training and knowledge assessment in occupational safety*
- Model Regulation of the Ministry of Labor of the Republic of Uzbekistan, registered on August 14, 1996, No. 273 *On the organization of occupational safety work*
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated November 12, 2008, No. 245 *On approval of the Regulation on the procedure for establishing an occupational safety fund at enterprises, organizations, and institutions and using its resources*.
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 31, 2018, No. 1066 *On measures to improve the activities of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan*
- Order of the Minister of Health of the Republic of Uzbekistan dated July 10, 2012, No. 200 *On approval of the Regulation on the procedure for conducting medical examinations of employees*
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated June 6, 1997, No. 286 *On approval of the Regulation on the investigation and recording of workplace accidents and other health damages related to the performance of labor duties*
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated October 2, 2018, No. 784 *On approval of the Regulation on the procedure for conducting industrial safety expertise and issuing expert conclusions* проведения экспертизы промышленной безопасности и выдачи заключения экспертизы.
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 10, 2008, No. 271 *On additional measures for implementing the Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities”*
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated October 4, 2013, No. 272 *On approval of the Regulation on State Fire Supervision* and other regulatory legal acts of the Republic of Uzbekistan governing occupational safety, industrial safety, and safety engineering
- Resolution of the Cabinet of Ministers of Uzbekistan dated July 21, 2025, No. 454 *On the implementation of the Occupational Safety Management System*.

1.1. Policy Objective

The objective of this policy is to establish the direction and intentions of JSC “Navoiyazot” regarding performance and management in the field of occupational health and industrial safety, as well as to provide a framework for setting goals and objectives in this area. This policy emphasizes the Company’s commitment to complying with all applicable legal and other requirements related to OHS and industrial safety that are relevant to its operations and potential OHS risks. It serves as the foundation for defining and analyzing specific goals and objectives in the field of occupational health and industrial safety.

Revision No 1	MM va XTB-S-1	Page 5 of 17
---------------	---------------	--------------

1.2. Scope

This policy applies to all employees, contractors, subcontractors, suppliers, as well as any third parties acting on behalf of the Company.

1.3. Commitments and Principles

At JSC “Navoiyazot,” we recognize the paramount importance of preserving the life and health of our employees while achieving production and economic results. Our primary goal in the field of occupational health, industrial and fire safety is to ensure safe and favorable working conditions at all stages of production activities.

To achieve this goal, we focus on the following areas:

- Compliance with the legislation of the Republic of Uzbekistan and other regulatory requirements in the field of occupational health, industrial and fire safety, including requirements for contracting organizations.
- Implementation of preventive measures to prevent injuries and accidents, minimize their consequences, and reduce potential risks and hazards.
- Ensuring the use of personal protective equipment and workwear in the workplace.
- Developing a strong safety culture and enhancing the knowledge and competencies of our personnel in occupational health and industrial safety.
- Systematic verification of compliance with occupational health and industrial safety requirements.
- Adherence to personal safety requirements and ensuring the safety of others.
- Conduct consultations with employees and their representatives to improve working conditions and actively involve them in safety processes.
- Promoting personal and collective responsibility among employees for compliance with occupational health and industrial safety standards.
- Ensuring transparency of occupational health indicators and maintaining constructive dialogue with all stakeholders.
- Assessing and improving the effectiveness of our occupational health and industrial safety management system.

We strive to enhance industrial safety at production facilities by ensuring reliable and safe operation of equipment. By shifting from accident investigation to incident analysis and risk management, we continuously improve our occupational health and industrial safety management system based on international standards adapted to the specifics of our operations.

These areas form the foundation of our occupational health and industrial safety program, which will serve as a roadmap for achieving the established objectives. The successful implementation of this Policy is possible only through the active involvement and commitment of each of us, which is the key to the successful operations of JSC “Navoiyazot”.

1.4. Approach

To fulfill these commitments, we implement a comprehensive approach that encompasses several key elements.

We have established an occupational health and industrial safety management system in accordance with international standards ISO 45001 and national legislation. This includes internal regulatory documents governing occupational health and industrial safety at production sites. JSC “Navoiyazot” builds its management system in compliance with national laws and the resolutions of the Government of the Republic of Uzbekistan. We follow the provisions of the Cabinet of Ministers’ Resolution *“On Further Improvement of Measures for the Protection of Workers’ Labor”*, which requires mandatory certification of workplaces for working conditions and equipment safety.

Regular safety briefings and evacuation drills, along with safety culture programs, are essential elements of our work. We conduct mandatory briefings for all employees, covering specific risks associated with their tasks. Regular evacuation drills help ensure employees are prepared to act in emergency situations. In the event of incidents, we establish specialized commissions to investigate, perform root cause analysis, and develop recommendations to prevent recurrence.

Compliance with occupational health and safety standards is ensured through internal inspections and independent verifications. We develop an occupational health and industrial safety action plan that includes preventive measures and the use of personal protective equipment (PPE).

Employee training in occupational health and industrial safety, including courses based on international standards, is an integral part of our approach. We actively cooperate with regulators and stakeholders to adapt to legislative changes and improve safety practices.

Thus, a comprehensive approach - combining systems, procedures, processes, and practices—enables us to effectively manage occupational health and industrial safety, ensuring the protection of our employees’ lives and health.

1.5. Related Documents

The Policy has been developed in accordance with the Constitution and legislation of the Republic of Uzbekistan in the field of occupational health and industrial safety, and also takes into account international standards and guidelines, including but not limited to:

- Conventions and Recommendations of the International Labor Organization (ILO) on occupational health and safety.
- ILO Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 200 (ILO-OSH 2001).
- International Standard ISO 45001 “Occupational Health and Safety Management Systems.
- International Standard ISO 31000 “Risk Management”.
- Guidance documents and best practices in industrial safety for the chemical and petrochemical industries.

The Policy reflects JSC “Navoiyazot”’s commitment to the principle of “zero injuries” and aims at systematic risk management, incident prevention, and the creation of safe working conditions for employees and contractors.

Implementation of the Occupational Health and Industrial Safety Policy at JSC “Navoiyazot” is based on the requirements and standards established in the legislative and regulatory documents listed in the “Introduction” section.

2. Policy and Control Standards

JSC “Navoiyazot” places the highest priority on industrial safety, occupational health, and the protection of employees’ well-being. In our operations, we adhere to the following principles:

- The Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities.”
- The international standard ISO 45001 “Occupational Health and Safety Management Systems.”

We have implemented a comprehensive industrial safety management system that includes:

- Identification, assessment, and mitigation of risks at hazardous production facilities.
- Prevention of accidents and incidents through root cause analysis and personnel training.
- A permit-to-work system for high-risk activities, including confined space entry, gas-hazardous, and hot work.
- Mandatory use of personal protective equipment (PPE) and regular employee qualification upgrades.

Revision No 1	MM va XTB-S-1	Page 7 of 17
---------------	---------------	--------------

- Safety briefings, training sessions, and drills aimed at fostering a strong safety culture.
- Employee engagement in improving working conditions, including the ability to report risks without fear of disciplinary action.

We strive to ensure that every employee understands their personal responsibility for their own safety and the safety of colleagues, and we promote a culture where safe behavior becomes a natural and conscious choice for everyone.

2.1. National requirements

At JSC “Navoiyazot”, we are committed to complying with national requirements established by the legislation of the Republic of Uzbekistan in the field of occupational health and industrial safety. The key regulatory acts governing these areas include:

- Labor Code of the Republic of Uzbekistan: Defines the rights and obligations of employees and employers, as well as the basic working conditions, including workplace safety and health protection.
- Law of the Republic of Uzbekistan “On Occupational Safety”: Establishes the fundamental principles of occupational safety, employees’ rights to safe working conditions, and employers’ obligations to ensure these conditions.
- Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities”: Regulates safety issues at hazardous production facilities, including requirements for design, operation, and compliance monitoring.
- Interstate Standard GOST 12.0.230-2007: Specifies general occupational safety requirements, including workplace organization, employee training, and risk assessment.
- Rules for Organizing and Conducting Industrial Safety Control at Hazardous Production Facilities: Define the procedure for industrial safety control, including regular inspections and verifications.
- Law of the Republic of Uzbekistan “On Health Protection of Citizens”: Establishes citizens’ rights to health protection and the state’s responsibility to ensure these rights.
- Law of the Republic of Uzbekistan “On Sanitary and Epidemiological Well-being of the Population”: Regulates sanitary and epidemiological requirements, including workplace health and safety standards.
- Law of the Republic of Uzbekistan “On Mandatory State Social Insurance Against Workplace Accidents and Occupational Diseases”: Establishes the procedure for social insurance coverage for employees against workplace accidents and occupational illnesses.
- Law of the Republic of Uzbekistan “On Mandatory Employer’s Civil Liability Insurance”: Defines mandatory requirements for employers’ liability insurance for harm caused to employees’ life and health.

Compliance with these laws and regulations is mandatory for us. We ensure:

- Safe working conditions: The employer must create and maintain safe working conditions in accordance with established norms and standards.

- Employee training and awareness: All employees must undergo occupational safety training and be informed about potential risks and preventive measures.
- Regular inspections and verifications: Internal inspections and independent verifications must be conducted regularly to assess occupational safety and identify potential violations.
- Documentation and reporting: All information regarding occupational safety, implemented measures, and detected violations must be documented and available for review.
- Compliance with sanitary standards: The company must ensure adherence to sanitary and epidemiological norms aimed at protecting employees' health.
- Insurance coverage: The employer is obliged to provide mandatory insurance for employees against workplace accidents and occupational diseases.

Compliance with these requirements not only contributes to creating a safe working environment but also protects employees' rights, forming the foundation for the sustainable development of our company.

2.2. Internal regulations

JSC "Navoiyazot" has developed company-wide regulations governing occupational health and industrial safety (OHS). These regulations form the foundation for creating safe working conditions and include the following key elements:

1. Core principles and objectives of occupational safety: Define strategic directions and goals aimed at ensuring employee safety.
2. Responsibilities of employees and employer: Establish clear roles and accountability for both parties in the field of occupational safety.
3. Risk identification and assessment procedures: Describe methods and approaches for identifying and evaluating risks associated with production activities.
4. Measures to prevent accidents and incidents: Include recommendations and actions aimed at minimizing the likelihood of emergencies.
5. Standards and norms: Set requirements that must be observed at all levels of the enterprise.

In addition, to ensure employee safety, JSC "Navoiyazot" has established regulations covering:

- Training: All employees are required to undergo occupational safety training, including theoretical and practical sessions focused on safe work practices and emergency behavior.
- Safety briefings: Define the procedure for conducting introductory, initial, repeated, and targeted briefings, as well as their documentation. Each employee must be instructed on the specifics of their work and associated risks.
- Provision of personal protective equipment (PPE): The regulation specifies the list of required PPE for different categories of employees based on their duties, the procedure for issuance, replacement, and accounting, as well

as employee responsibility for proper use and maintenance. Regular inspections of PPE condition and compliance with established standards are also provided.

- Workplace certification: Includes procedures for assessing working conditions, identifying factors affecting employee health, conducting certification, preparing reports and recommendations for improvement, and setting timelines for re-certification and workplace monitoring.

The internal regulations, procedures, and guidelines developed by JSC “Navoiyazot” are aimed at creating a safe and healthy working environment for all employees. Compliance with these regulations is mandatory and contributes to reducing production-related risks and enhancing the overall safety culture within the company.

2.3. International standards and approach

JSC “Navoiyazot” adheres to the international standard ISO 45001, which sets requirements for occupational health and safety management systems. This standard is aimed at:

- Creating a safe and healthy working environment for all employees.
- Achieving sustainable risk reduction and preventing workplace accidents and occupational diseases.
- Continuous improvement of occupational health and industrial safety management processes.

JSC “Navoiyazot” also aligns its practices with the Performance Standards of the International Finance Corporation (IFC), which promote sustainable development and social responsibility in private sector projects in emerging markets. Currently, IFC has developed eight standards, of which the following are most relevant to our Occupational Health and Safety Action Plan:

- Performance Standard 1: «Assessment and Management of Environmental and Social Risks and Impacts». Requires organizations to thoroughly assess potential environmental and social risks associated with their activities and develop strategies for effective risk management.
- Performance Standard 2: “Labor and Working Conditions”. Establishes requirements for ensuring safe and healthy working conditions for employees, including the protection of their rights and interests.
- Performance Standard 4: Community Health, Safety, and Security». Requires organizations to safeguard the health and safety of local communities affected by their operations.

The objectives of these standards include::

- Identifying both negative and positive impacts on the social and environmental context of the project area.
- Minimizing risks and adverse effects on the health and safety of employees and local communities during project implementation, under normal and emergency conditions.
- Ensuring compliance with safety rules and measures by personnel in accordance with legislation, including the use of methods and personal protective equipment that eliminate or minimize risks to community safety.
- Enhancing enterprise performance in terms of social and environmental responsibility through effective production management systems.

IFC's general principles on environmental health and safety provide guidelines that must be applied to protect workers' health and safety. These principles serve as the foundation for developing effective occupational safety measures.

The core principles of environmental, health, and safety protection during production operations include:

- Air quality: Monitoring and controlling air pollution at the production site.
- Hazardous materials: Rules for handling hazardous substances, including storage and disposal.
- Process safety standards: Compliance with technological norms to prevent emergency situations.
- Working conditions: Ensuring safe and comfortable working conditions for all employees.

By complying with IFC standards and implementing their recommendations, JSC "Navoiyazot" not only meets international requirements but also actively contributes to creating a safe and sustainable working environment.

3. Organization and responsibility

3.1. General principles of duty allocation

JSC "Navoiyazot" builds its occupational health and industrial safety (OHS) management system on the basis of clear distribution of responsibilities across all management levels. The company's top management is responsible for setting strategic goals and priorities in the field of occupational health and safety, allocating necessary resources, approving key performance indicators, and monitoring their achievement. Leadership demonstrates personal commitment and engagement in fostering a strong safety culture.

Department heads ensure the safe organization of production processes, compliance with OHS requirements, conduct safety briefings and employee training, provide personal protective equipment (PPE), and monitor its proper use. They promptly report identified violations and incidents to senior management.

The Environmental Protection, Occupational Health and Safety Department and the Industrial Control Department perform OHS functions, providing methodological and expert support to divisions, organizing inspections, verifications, and workplace certification, conducting training and personnel certification, developing and implementing corrective and preventive measures based on inspection and investigation results, and ensuring continuous improvement of the OHS management system in line with national and international standards.

Roles and responsibilities

The Chairman of the Board (CEO) of JSC "Navoiyazot" oversees the implementation and compliance with legislation and requirements outlined in relevant sections. He bears overall responsibility for material and technical support, including the provision of resources necessary to create safe working conditions and maintain operational continuity in unforeseen circumstances. The Chairman also ensures the creation of safe working conditions by providing general leadership in health and safety management at the enterprise. His duties include supervising industrial control and financing safety measures, as well as defining the responsibilities of deputy chairmen within the industrial control system.

The Head of the Environmental Protection, Occupational Health and Safety Department monitors compliance with legislation and internal regulations, participates in comprehensive inspections and targeted verifications, reviews employee complaints, and provides consultations on occupational safety issues. He is authorized to apply disciplinary measures to those who violate safety rules.

All employees of JSC "Navoiyazot" are required to follow the procedures and actions listed in this Occupational Health and Safety Action Plan (see Section 4) during their work and report any safety violations or accidents to their shop supervisor.

Human resources and resource allocation at JSC "Navoiyazot" are aimed at creating a safe and healthy working environment. We believe that clear distribution of responsibilities and accountability at every level contributes to improving safety and occupational health across the enterprise. This approach ensures a transparent and efficient

interaction system where each management level understands and fulfills its role, and all employees are actively engaged in maintaining a safe and sustainable production environment.

- Top management responsibility – setting goals and allocating resources.
- Department heads’ roles – control and compliance with requirements.
- OHS function – methodological support, inspections, and training.

3.2. Human Resources and Resource Provision

At JSC “Navoiyazot”, we ensure the availability of qualified and certified specialists in occupational health and industrial safety. Our employees regularly undergo training and professional development in accordance with national legislation and international standards, including ISO 45001.

To guarantee objectivity and transparency in processes, we establish commissions for investigating accidents and incidents, conducting workplace certification and working conditions assessments, and monitoring compliance with occupational health and safety requirements. As part of the ongoing development of our management system in occupational, industrial, environmental, and quality safety, the company plans to create HESQ Committees (Health, Environment, Safety, Quality). These committees will coordinate activities in these areas, regularly review key HESQ indicators, define priority measures for improvement, engage department heads and employees in fostering a safety culture, and oversee the implementation of programs and initiatives aimed at strengthening this culture.

We strive to build a “zero-injury” culture, where every employee understands their responsibility for complying with occupational health and safety requirements. To achieve this, we implement mechanisms to encourage safe behavior, develop feedback channels for promptly identifying and addressing violations, and ensure transparent communication of investigation results and preventive measures.

JSC “Navoiyazot” considers human resources and safety-related resources as a strategic priority directly impacting the company’s sustainable development and employee health. To ensure professional competence, we maintain a qualification system for specialists responsible for workplace certification and equipment safety assessments. These specialists undergo mandatory training and a qualification exam confirming their professional knowledge and practical experience. Issuance, renewal, and reissuance of qualification certificates are carried out in accordance with the Regulation on the Procedure for Issuing Qualification Certificates, approved by the Ministry of Labor and Social Protection of the Population of the Republic of Uzbekistan.

Certified specialists perform workplace certification, monitor compliance with occupational health and industrial safety standards, and participate in developing corrective and preventive measures. This practice ensures a systematic approach to enhancing personnel competence, fostering a safety culture, and reducing occupational risks across the enterprise.

4. Occupational Health and Industrial Safety Action Plan

At JSC “Navoiyazot”, our activities in the field of occupational health and industrial safety are based on the principles established by the Law of the Republic of Uzbekistan “On Labor Protection,” Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 291 (2020), the international standard ISO 45001, and the “Management Review & Continuous Improvement” approach. These documents and principles serve as the foundation for developing our action plan aimed at ensuring safe working conditions and protecting employees’ health.

This section presents the management system for industrial safety, environmental protection, and occupational health, including the policy on safety engineering (SE), labor protection (LP), industrial safety, and environmental protection (EP) at JSC “Navoiyazot,” which will be applied during the operational phase. The Occupational Health and Safety Action Plan describe the organization of preventive measures aimed at labor protection, safety engineering, and injury prevention

The development of the action plan begins with an analysis of the current state of occupational health and industrial safety at the enterprise. We take into account the results of previous inspections, incidents, and accidents, as well as recommendations received from regulatory authorities. Based on this analysis, we prepare a comprehensive plan that includes specific measures, implementation timelines, and responsible people.

Preventive work is an essential part of our plan. We conduct regular employee briefings, evacuation drills, and safety culture campaigns. These activities are designed to raise employees’ awareness of workplace risks and foster a responsible attitude toward safety issues. We believe that regular training and information sessions help prevent accidents and create a safe working environment.

In accordance with occupational health and safety requirements, personnel must be equipped with special clothing, protective footwear, and personal protective equipment (PPE). Employees are not allowed to work without appropriate gear. The procedure for issuing and using PPE is defined by JSC “Navoiyazot” internal regulations.

An important component of the plan is the employee health program, which includes first aid measures, the availability of medical stations and first aid kits, as well as regular medical examinations. General medical services for employees are provided by the medical and sanitary unit of JSC “Navoiyazot,” which monitors the health status of personnel.

Thus, our Occupational Health and Industrial Safety Action Plan at JSC “Navoiyazot” is aimed at creating a safe and healthy working environment. We are confident that compliance with all norms and standards, along with continuous improvement of our processes, contributes to protecting employees’ health and enhancing the overall safety culture at the enterprise.

5. Control, Monitoring and verification

5.1. Monitoring requirements

Control and monitoring of occupational health and industrial safety at JSC “Navoiyazot” are carried out through several key mechanisms. First, internal inspections are conducted—regular checks of occupational health and industrial safety conditions at hazardous production facilities (HPFs). These inspections aim to identify non-compliance and assess adherence to norms and standards, enabling prompt response to potential issues. Second, we perform independent verifications. Periodic external reviews conducted by third-party organizations allow us to evaluate the effectiveness of our occupational health management system and identify areas for improvement. These verifications help maintain a high level of safety and compliance with requirements. Additionally, an important element of our control system is production monitoring, which is implemented at all management levels. It includes monitoring compliance with technological processes and safety standards, contributing to the creation of a safe working environment.

5.2. Reporting and documentation

To ensure transparency and effective control, we maintain comprehensive documentation. This includes logs recording inspections, identified violations, and corrective actions taken. The results of internal and external verifications, including improvement recommendations, are formalized in Prescriptive Acts. We also use electronic databases to store information on occupational health status, monitoring results, and completed activities, enabling further analysis and reporting.

5.3. Integration with Workplace Certification

Monitoring and verification results are taken into account when planning improvements. Based on identified deficiencies, we develop action plans to improve working conditions and enhance safety levels. Data on occupational health status and inspection results are also used for workplace certification, which helps assess compliance with established requirements and standards. These measures aim to ensure adherence to legislative, regulatory, and internal requirements within the organization, forming the foundation for creating safe working conditions and preventing workplace accidents.

6. Training and Competency Development

At JSC “Navoiyazot”, we place special emphasis on employee training and knowledge assessment in the field of occupational health and industrial safety, which is an integral part of our strategy to ensure safe working conditions and prevent workplace accidents.

Training begins with an introductory briefing, conducted for all newly hired employees as well as representatives of other organizations assigned to our enterprise. In accordance with the *Regulation on the Organization of Training and Knowledge Assessment in Occupational Health and Industrial Safety (RD-003-21)* (hereinafter referred to as the Regulation), the introductory briefing covers the basic rules of safety engineering, industrial hygiene, and fire safety

measures. It is held in specially equipped rooms using modern training technologies and visual aids. Responsibility for conducting the introductory briefing lies with the engineering and technical staff of the occupational safety department.

After completing the introductory briefing, employees undergo initial on-the-job instruction. This stage includes familiarization with equipment, safe working methods, and existing hazards. Before performing duties according to their job description, all newly hired and reassigned employees must complete initial occupational safety instruction. This instruction includes practical training under the supervision of experienced specialists and is carried out in accordance with Section II of the Regulation.

We also organize periodic and unscheduled briefings. Periodic briefings are conducted at least once every three months for all employees to update and reinforce their knowledge of occupational safety. Unscheduled briefings are conducted in case of changes in the production process, after accidents, or at the request of regulatory authorities, as specified in §3 of Section II of the Regulation.

Knowledge assessment of employees in occupational health and industrial safety is carried out on a regular basis. All employees, including managers and specialists, must undergo an initial knowledge check within one month of assuming their position, as well as a periodic check at least once every three years, in accordance with Section III of the Regulation. An unscheduled knowledge check may be conducted in case of legislative changes or when deficiencies in employee knowledge are identified.

We also align our practices with international standards such as ISO 45001:2018, which set requirements for occupational health and safety management systems. These standards help us develop effective training and professional development programs that meet global best practices.

To enhance qualifications, we organize courses, seminars, and lectures, as well as training using remote learning technologies. All training programs are developed considering the specifics of our operations and are coordinated with the trade union committee, in compliance with the legislation of the Republic of Uzbekistan, including the *Law "On Labor Protection"* (No. LRU-410 dated 22.09.2016) and the *Law "On Industrial Safety of Hazardous Production Facilities"* (No. LRU-57 dated 28.09.2006).

Thus, the training and knowledge assessment system at JSC "Navoiyazot" is aimed at improving employees' knowledge and competencies, as well as fostering a safety culture, which is the key to the successful operation of our enterprise. We are confident that compliance with all regulatory requirements and international standards will enable us to achieve high results in occupational health and industrial safety.

7. Reporting

At Navoiyazot, we recognize that reporting in the field of occupational health and industrial safety (OH&S) is a critical component of our management system. It includes both internal and external reports that help us monitor the state of occupational safety at all levels of the enterprise and ensure compliance with legislation.

Internal reporting is carried out to regularly monitor occupational safety conditions and includes reports on inspections conducted, verification results, and the implementation of measures to improve working conditions. These reports enable us to promptly identify deficiencies and take corrective actions, contributing to the creation of a safe working environment.

External reporting is submitted to regulatory and supervisory authorities to ensure compliance with legislation and occupational safety standards. We are required to provide annual reports to supervisory bodies containing information on the state of occupational health and industrial safety at the enterprise. These reports include data on workplace accidents, measures taken to improve working conditions, and compliance with directives and recommendations received from supervisory authorities. Annual reports serve as the basis for analyzing and evaluating the effectiveness of our occupational safety management system.

To assess performance in occupational health and industrial safety, we use Key Performance Indicators (KPIs). KPI reports include data on the number of accidents, injury rates, implementation of safety action plans, and other indicators that allow us to evaluate the safety status at the enterprise. These reports help identify problem areas, develop improvement strategies, and raise employee awareness of the importance of compliance with occupational safety standards.

Thus, reporting in occupational health and industrial safety is an essential tool for ensuring process transparency at JSC "Navoiyazot". It enables us to promptly identify and eliminate deficiencies and contributes to the continuous improvement of working conditions and safety at the enterprise. We are confident that systematic and high-quality reporting is the key to successfully implementing our occupational health and industrial safety policy.

8. Investigation of Accidents and Incidents

8.1. Accident Investigation

All structural units of JSC “Navoiyazot” operate under a Regulation that governs the procedure for investigating and recording incidents. It establishes the rules for investigating and documenting incidents in the plant’s workshops and production facilities based on the *Law of the Republic of Uzbekistan “On Industrial Safety of Hazardous Production Facilities”* and methodological guidelines. The Regulation applies to technological workshops and production units, excluding transport and auxiliary divisions.

Incidents include equipment damage, deviations from technological processes, activation of safety devices, and violations of regulatory requirements. Causes are classified as technological failures, non-compliance with equipment and instrument operating rules, poor-quality repairs, design errors, and others.

Investigations must be completed within three days, with the option to involve a technical commission for incidents that caused production downtime exceeding eight hours. Results are documented in investigation reports, losses and production shortfalls are calculated, and information is recorded in logs and summarized for reporting purposes.

Responsibility for compliance with the Regulation lies with department heads. Oversight is carried out by the Production Coordination and Localization Department and the Industrial Control Department. Investigation reports are stored for two years, and incident logs for five years.

Every workplace accident must be immediately reported to the department (workshop) manager. The manager is required to:

- Provide first aid to the injured person and, if necessary, arrange transportation to a medical facility.
- Preserve the scene until the investigation commission begins its work.
- Immediately notify the employer and the trade union committee.

By employer’s order, a commission is formed, including representatives of the employer and the trade union committee. The commission must investigate the accident within three days, prepare an H-1 form report, and submit it to the employer for approval.

Special investigations are required for:

- Group accidents involving two or more employees simultaneously, regardless of injury severity.
- Accidents resulting in moderate or severe injuries.
- Accidents resulting in fatalities.

The employer must immediately report such cases to the relevant authorities, including the state technical labor inspector and the higher-level economic authority.

All workplace accidents documented using the H-1 form are included in official reporting. The employer is obliged to prepare a report on injured employees, analyze the causes of accidents, ensure their review by the workforce, and develop preventive measures to reduce occupational injuries.

8.2. Internal Investigations

At JSC “Navoiyazot”, we recognize that the Regulation on Internal Investigations of Workplace Accidents is an essential part of our occupational health and industrial safety management system. We understand that effective accident investigation is key to identifying the root causes of incidents, analyzing contributing factors, and developing measures to prevent recurrence. Internal investigations not only improve working conditions but also enhance the overall safety culture within our enterprise.

This Regulation defines the procedure for conducting internal investigations and the responsibilities of all participants in the process. Its purpose is to create a safe working environment, protect employees’ health and lives, and ensure compliance with occupational health and industrial safety legislation.

As part of implementing this Regulation, our internal investigations aim to establish a system that minimizes risks and ensures readiness to contain and eliminate the consequences of emergency situations. An important aspect is informing

employees about the state of occupational health and industrial safety, which fosters a responsible attitude toward safety issues at all levels of our enterprise.

Our strategic goals in occupational health and industrial safety include ensuring a high level of safety at hazardous production facilities and creating conditions for sustainable operation and development of the enterprise through social protection of employees. Achieving these goals is based on our policy, which prioritizes employees' life and health, enforces unified requirements for organizing work in occupational health and safety, and ensures the effective functioning of the occupational safety management system.

The procedure for conducting internal investigations includes several key stages. In the event of an accident, the injured employee or witness must immediately report the incident to the department head. The manager is expected to provide first aid to the injured person, arrange transportation to a medical facility, and preserve the scene until the investigation commission begins its work. The manager must also immediately notify the employer and the trade union committee.

The employer forms a commission to investigate the accident, which includes representatives of the employer and the trade union committee. The commission must complete the investigation within three days, prepare an H-1 form report, and submit it to the employer for approval.

Responsibility for organizing and conducting internal investigations lies with the employer, who must ensure the implementation of the commission's recommendations and inform employees about the investigation results. All investigation materials, including reports, interview protocols, and recommendations, must be stored in accordance with established procedures and be available for inspection by authorized bodies.

Thus, internal investigations of workplace accidents are an important tool for improving safety levels at our enterprise, protecting employees' health, and ensuring compliance with occupational health legislation. We guarantee that employees who conscientiously report violations or hazardous situations will not face negative consequences, thereby fostering an open and safe working environment.

8.3. Orders for Commission Formation

At JSC "Navoiyazot", we recognize the importance of the Occupational Safety Commission, whose legal foundation is based on the *Labor Code of the Republic of Uzbekistan*, the *Law on Trade Unions*, and the *Law of the Republic of Uzbekistan on Labor Protection*. The Commission regularly inspects workplace conditions and operating equipment and also participates in the preparation and verification of compliance with occupational safety agreements and relevant sections of the collective agreement. As part of ensuring occupational health and industrial safety, we implement a process for appointing special commissions to investigate workplace accidents. This process is initiated in the event of incidents involving employee injuries or health damage.

An order to appoint a special commission is issued in accordance with applicable legislation, including resolutions of the Cabinet of Ministers of the Republic of Uzbekistan. The order specifies the composition of the commission, which includes representatives of the employer, the trade union committee, and, if necessary, occupational safety specialists.

The commission is tasked with conducting the investigation within the established timeframe, identifying the causes of the incident, and developing recommendations to prevent similar cases in the future. All investigation results are documented in a report which is submitted to the relevant authorities for further review and action.

Thus, the process of appointing special commissions is an important element of our occupational safety management system. It is aimed at ensuring employee safety and compliance with legal requirements, contributing to the creation of a safe and healthy working environment at JSC "Navoiyazot".

8.4. Root Cause Analysis and Lessons Learned

At JSC "Navoiyazot", we consider Root Cause Analysis (RCA) and Lessons Learned as key tools for managing safety, quality, and sustainability within the enterprise. These methods are aimed at identifying the underlying causes of accidents and incidents and preventing their recurrence in the future. The primary objective of RCA is to determine the factors that contributed to workplace accidents in order to develop effective measures for their elimination. We strive to ensure continuous improvement of safety processes and practices at the enterprise and to foster a safety culture where every employee understands the importance of complying with occupational health and safety standards.

The RCA process includes several key stages. First, we collect and analyze data related to the incident. Then, we identify the main factors that led to the accident and develop recommendations to eliminate these causes and prevent recurrence. All analysis results are documented, and the information is shared with employees to raise awareness. Lessons Learned represent a summary of knowledge and experience gained from incident analysis. They include recommendations

for improving safety processes and practices, identifying necessary changes in employee training and development, and implementing new standards and procedures aimed at enhancing safety levels.

Thus, RCA and Lessons Learned are essential components of our occupational health and industrial safety management system. Their application not only helps prevent accidents but also creates a safe working environment where every employee feels protected and confident in their actions. Implementing best practices based on lessons learned is the foundation for sustainable development of our enterprise and improving its competitiveness.

9. Final provisions

The Policy is subject to review at least once every five years or whenever operating conditions change, as well as for the purpose of implementing advanced domestic and international best practices.

The management of JSC “Navoiyazot” calls on all employees to:

- Strictly comply with the provisions of the Policy and treat themselves and the environment with care;
- Make a real contribution to improving industrial and radiation safety.
- Promptly report cases of injuries and potentially hazardous situations.

The participation of every employee in the development of the safety system is of paramount importance. Departments and employees who achieve positive results are encouraged through available motivation tools.

The successful implementation of the Policy depends on the active involvement and commitment of every employee - from management to operational staff.

Ensuring the safety and health of employees and preserving the environment are the keys to the success of JSC “Navoiyazot”.