



## Occupational Health and Safety Policy

PAO TMK is a major global manufacturer of pipe and tubular products. The health and safety of people working at the Company's entities is among TMK's highest priorities. To this end and in line with ISO 45001:2018 guidelines, TMK is implementing this **Policy** driven by the following **principles**:

- Setting up, implementing, maintaining, and continuously improving the occupational health and safety management system
- Embracing social responsibility jointly with governmental authorities and trade unions
- Maintaining transparency and openness to a dialogue with all stakeholders and primarily with the Company's employees
- Managing epidemic-related risks

### **Goals of the Occupational Health and Safety (OH&S) Policy:**

- Mitigating OH&S risks, preventing accidents, occupational diseases, and emergencies at the Company's entities in the context of growing production and new product launches
- Adopting safe operating practices across all operations of the Company's entities
- Ensuring protection of the Company's internal and external counterparties

### **These objectives are achieved through:**

- supporting and continuously improving the OH&S management system
- unconditionally complying with statutory, international, and other regulatory requirements in the OH&S area applicable to the Company's operations
- fostering a safety culture where every employee of the Company understands and assumes responsibility for their own safety and the safety of people around them
- designing and implementing safeguards against injuries, occupational diseases, and emergencies, as well as measures to reduce risks to health and improve workplace conditions
- developing and implementing a range of measures to support technical re-equipment, upgrade, and retrofitting of capacities, capital construction, and to maintain property, plant, and equipment as well as core processes ensuring safe and accident-free operation of equipment
- consistently upskilling and training our people on occupational health and safety while encouraging employee initiative in enhancing their knowledge to promote safe work practices and skills
- continuously increasing management accountability at all levels of the organization for relevant performance
- implementing effective strategies to protect internal and external counterparties from epidemic risks and proposing systematic remedies to mitigate these risks
- communicating this Policy to the Company's employees
- making this Policy available to all stakeholders.

This Policy is applicable to all existing and potential employees of the Company, third-party employees working for the Company, and visitors of the Company.

**The Company's management hereby commits to comply with this Policy and assumes responsibility for its implementation.**