

# OCCUPATIONAL, INDUSTRIAL, FIRE AND ENVIRONMENTAL SAFETY POLICY

JSC Ilim Group is engaged in forestry, harvesting, transportation, full cycle of value-added wood processing, manufacturing and sale of pulp and paper products and forest chemicals.

JSC Ilim Group's key value is its people; therefore, the Company's strategic goal is to prevent fatalities and emergencies in the field of industrial, fire and environmental safety.

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## Management of the Company takes the responsibility for achieving long-term goals:

- Preserve the life and health of its employees and contractors
- Preserve the environment, including pollution prevention
- Mitigate the risk of emergencies at the Company's hazardous manufacturing facilities
- Prevent occupational injuries and health damage

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## Management of the Company assumes the following obligations in the field of occupational, industrial, fire and environmental safety policy:

- Provide safe and comfortable workplace conditions for the Company and contractor employees at the Company's sites and favorable living conditions for the community at the location of the Company's sites and infrastructure
- Ensure preparedness to localize and eliminate possible emergencies, fires and emergency situations
- Ensure awareness of the stakeholders on intentions and performance results
- Provide consultations to employees and their legal representatives
- Take into consideration the opinions of the employees and their representatives and guarantee their involvement in process arrangement
- Develop and implement initiatives and allocate necessary resources to achieve the Company's goals
- Develop people by improving their safety-focused competencies
- Provide leadership to managers at all levels and ensure the involvement of employees and contractors
- Develop a safety culture among employees and contractors
- Ensure risk management, identification, assessment and mitigation
- Ensure compliance with the laws of the Russian Federation and of the regions where the Company operates
- Research, analyze and apply the world's best practices
- Implement and use the best available methods and production technologies by using safe, resource-saving and low-waste technologies
- Improve control systems on an ongoing basis
- Achieve efficiency of the control system by using proactive and reactive performance indicators
- Ensure regular monitoring of environmental indicators
- Ensure rational use of natural resources
- Ensure consistent reduction of the environmental footprint
- Ensure annual public disclosures of environmental parameters

Approved by Order No. GD-0541/22 of August 22, 2022

