

# Occupational Health and Safety Policy of the State Enterprise "Navoiyuran"

## General information

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### 1. GOAL

This document is intended to define a set of priorities, goals, objectives and responsibilities of the State Enterprise " Navoiyuran " in the field of occupational health and safety, covering fire, technical and electrical safety .

## 2. SCOPE OF APPLICATION

This Policy is mandatory for implementation in the admin and management offices of the State Enterprise " Navoiyuran ", as well as in all its structural divisions .

## 3. REFERENCES

The policy has been developed taking into account the requirements of the legislation of the Republic of Uzbekistan and international standards in the field of management systems :

- Law of the Republic of Uzbekistan "On Labor Protection". No. ZRU-410 dated September 22, 2016.
- Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 454 "On the implementation of the occupational safety management system" dated July 21, 2025.
- Law of the Republic of Uzbekistan "On Industrial Safety of Hazardous Industrial Facilities". No. ZRU-57 dated September 28, 2006.
- ISO 9001:2015 Quality management systems – Requirements
- ISO 45001:2018 Occupational Health and Safety Management System Requirements
- ISO 50001:2018 Energy management systems – Requirements with guidance for use

## 4. RESPONSIBILITY

- Personal responsibility for compliance with and fulfillment of the established requirements of this Policy rests with all employees of the State Enterprise " Navoiyuran ", including management, as well as the personnel of all its structural divisions and enterprises, regardless of their position.
- Control is carried out through inspections and activities of bodies that are part of the multi-level control system.
- Disciplinary sanctions are applied in strict accordance with the labor legislation of the Republic of Uzbekistan and internal local regulations of the enterprise .

## 5. GENERAL PROVISIONS

State Enterprise "Navoiyuran" is the largest uranium mining organization in Uzbekistan. Its uranium mining facilities are classified as hazardous industrial facilities. The main priorities of the Navoiyuran State Enterprise's policy in the field of OCCUPATIONAL HEALTH AND SAFETY are the preservation of human life and health; continuous improvement, increasing the competence of employees, and the openness of significant information on activities in the field of labor protection.

## 6. OBJECTIVES IN THE FIELD OF OCCUPATIONAL HEALTH AND SAFETY

The policy sets the following objectives:

- Ensuring the protection of life and health of workers, preventing injuries and diseases associated with industrial activities.
- Ensuring unconditional compliance with legislative and regulatory requirements applicable to the activities of the enterprise and regulating relations in the field of labor protection, industrial safety (including fire, technical, electrical).
- Prevention and reduction of risks of accidents involving process and auxiliary equipment, uncontrolled explosions and emissions of hazardous substances, damage or destruction of buildings and structures at enterprise facilities .

## 7. TASKS IN THE FIELD OF OCCUPATIONAL HEALTH AND SAFETY

The tasks are divided into three areas:

### 7.1 Tasks in the field of labor protection

- Professional selection of personnel.
- Training and testing of knowledge on safe working methods.
- Improving occupational safety culture.
- Ensuring the safety of equipment, processes, buildings and structures.
- Improving sanitary and hygienic working conditions.
- Improving medical and household services for employees.
- Provision of personal protective equipment.
- Creating safe working conditions in the workplace.
- Ensuring social protection of workers.
- Monitoring compliance with occupational health and safety requirements by contractors.

### • 7.2 Tasks in the field of industrial safety

- Monitoring compliance with requirements at all stages: design, construction, commissioning.
- Control over the industrial safety examination of design documentation for hazardous industrial facilities, as well as technical devices used at hazardous industrial facilities.
- Preparation and implementation of identification of newly introduced hazardous industrial facilities with subsequent registration in the state register.
- Maintenance of cadastral passports of areas of increased man-made hazard.
- Ensuring compliance with requirements during operation.
- Control of qualifications and requirements for personnel.
- Preparation for localization and elimination of emergency situations.
- Organization and implementation of industrial control.
- Development, coordination and approval of the Industrial Safety Declaration, as well as the industrial safety examination of this declaration.
- Providing compulsory insurance against liability for damage caused.
- Monitoring compliance with industrial safety requirements by employees engaged in work at hazardous production facilities.
- Monitoring compliance with requirements by contractors and subcontractors.

## 8. RESPONSIBILITIES OF THE MANAGEMENT OF THE SE "NAVOIYURAN"

The management of the State Enterprise "Navoiyuran" undertakes the following obligations :

- Ensure compliance with legal and regulatory requirements, as well as other accepted obligations in the field of occupational health and safety.
- Continuously improve the occupational health and safety management system, including improving performance indicators.
- To ensure the elimination of hazards and the reduction of health risks, and to provide safe and favourable working conditions to prevent injuries and illnesses.
- Ensure employee participation and consultation on occupational health and safety issues.
- Ensure the availability of resources and information necessary for the effective functioning of the management system.
- Ensure compliance with this policy and to keep it up to date.

- Provide the occupational safety management system with financial, human and material resources.
- Make decisions on occupational safety issues in agreement with trade unions or other representative bodies of employees.
- Prioritize planned actions to prevent injuries and occupational diseases over response measures to events that have occurred.
- Implement an effective personnel policy based on the high-quality selection and placement of managers and specialists capable of strictly complying with occupational safety requirements .
- Take measures to stimulate (motivate) employees to develop and implement measures to improve the level of occupational safety.
- Comply with the requirements contained in legislative acts, as well as regulatory technical documents in the field of industrial safety.
- Ensure that the staff of workers at hazardous production facilities is fully staffed in accordance with established requirements.
- Allow persons who meet the qualification requirements and have no medical contraindications to the said work to work at a hazardous production facility.
- Ensure training and certification of workers at hazardous industrial facilities.
- Ensure the availability and operation of the necessary instruments and control systems for monitoring the production process in accordance with established requirements.
- Ensure the conduct of industrial safety assessments, as well as diagnostics, testing, and inspection of structures and technical devices used at a hazardous production facility, within the established timeframes and in accordance with the directive in the established manner by a specially authorized government agency or other government agencies that, in accordance with the law, have separate powers in the field of industrial safety.
- Prevent unauthorized entry of unauthorized persons into a hazardous production facility.
- Ensure compliance with industrial safety requirements for the storage of hazardous substances .
- To carry out orders, decrees and instructions of the specially authorized state body and other state bodies that, in accordance with the law, have separate powers in the field of industrial safety .
- Suspend the operation of a hazardous industrial facility in the event of an accident or incident, as well as upon discovery of other circumstances that negatively impact industrial safety.
- Participate in the technical investigation of the causes of an accident at a hazardous industrial facility, take measures to eliminate the causes that led to the accident and to prevent them.
- Analyze the causes of an incident at a hazardous production facility and take measures to eliminate and prevent them.
- To promptly inform, in accordance with the established procedure, the specially authorized state body, other state bodies that, in accordance with the law, have specific powers in the field of industrial safety, local government bodies, as well as citizens' self-government bodies and the population about an accident at a hazardous industrial facility.
- Take measures to protect the life and health of workers at hazardous industrial facilities in the event of an accident.
- Keep records of accidents and incidents at hazardous production facilities.

## 9. STORAGE AND DISTRIBUTION OF THE DOCUMENT

- Electronic copy (DOC): Available on the personal computers of the heads of departments and services of the Enterprise Management and the Chief occupational health and safety services .
- Original (paper version): Stored in the Occupational Health and Safety Service.
- Electronic distribution: Provided in PDF format with restrictions on printing and editing.

## 9.1 Procedure for making changes to the policy

- Responsibility for updating: The Occupational Health and Safety Service of the Occupational Health and Safety and Emergency Situations Department is responsible for updating the policy.
- Initiating Changes: Any user of this policy has the right to initiate changes.
- Decision Making: The decision to make changes is made by the Head of the Managing Unit of Labor Protection and Emergency Situations ( LPaES ).

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## 10. CONTROL AND RESPONSIBILITY FOR POLICY IMPLEMENTATION

- **Familiarization:** This Policy must be brought to the attention of all employees of the State Enterprise " Navoiyuran ".
- **Execution control:** Monitoring of compliance with the occupational safety requirements established by this Policy is carried out through the organization and conduct of inspections by bodies of the level/stages control system.
- **Responsibility of employees:** Each employee of the State Enterprise " Navoiyuran " is responsible for compliance with the requirements of this Policy within the limits of his/her competence.
- **Disciplinary sanctions:** Disciplinary sanctions against employees who violate the requirements of the Policy are applied in accordance with the labor legislation of the Republic of Uzbekistan.

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## Mailing list

The document is sent to:

1. To the management of the State Enterprise "Navoiyuran"
2. All departments, divisions and services of the State Enterprise " Navoiyuran "
3. All structural divisions of the State Enterprise "Navoiyuran".
4. Departments, services, workshops and sections subordinate to the structural divisions of the State Enterprise "Navoiyuran"

## Change Registration Sheet