



"ZANGEZUR COPPER MOLYBDENUM COMBINE"

# OCCUPATIONAL HEALTH AND SAFETY POLICY

In operating its businesses, "Zangezur Copper Molybdenum Combine" CJSC (hereinafter referred to as the "Company" or "ZCMC") recognizes that people are the Company's most valuable asset, and we are committed to delivering a high level of occupational health and safety performance across all areas of its operations. All the Company's stakeholders, including employees, local communities, shareholders and contractors, have a right to expect the Company to adhere to a 'safety first' approach in its operations.

The Company's goal is to operate on the principle of "zero harm" and without workplace incidents.

This Policy applies to the Board of Directors, the entire workforce of ZCMC, including senior executives, and contractors, business partners, guests, and visitors to the extent applicable.

In the scope of this Policy the Company:

- ▶ drives excellence in occupational health and safety, through active leadership that models and promotes best practices, ensuring a culture in which safety is of paramount importance in all aspects of our activities.
- ▶ adheres to the RA and applicable international health and safety regulations, while striving to reach global benchmarks for workplace safety and actively working towards eliminating hazards and minimizing risks. This process includes adherence to ISO 45001 standard and the International Finance Corporation (IFC) Environmental, Health, and Safety (EHS) Guidelines.
- ▶ proactively identifies, assesses, and mitigates occupational health and safety risks by employing a systematic approach to hazard management aimed at ensuring the safety of all employees.
- ▶ continuously improves the Company's occupational health and safety management systems to ensure that safe working practices are integrated into all business units within the organization.
- ▶ develops a positive and proactive safety culture where every employee has the opportunity to contribute to creating a safe working environment, recognizing the value of individual and collective responsibility.
- ▶ provides training to ensure that all employees and relevant contractors are aware of their occupational health and safety responsibilities and are empowered to fulfil them.
- ▶ allocates adequate and sufficient resources to fully support and sustain our health and safety initiatives, demonstrating the Company's unwavering commitment to the safety and well-being of our employees.
- ▶ maintains a high degree of emergency preparedness to effectively respond and recover from safety incidents.
- ▶ conducts thorough and transparent investigations of all occupational health and safety incidents, leveraging information gained to prevent recurrence and to continuously improve our safety practices.
- ▶ fosters open and proactive communication with relevant stakeholders regarding the Company's occupational health and safety performance, sharing achievements and challenges to promote and ensure collaborative improvement.
- ▶ monitors our occupational health and safety performance indicators and reports regularly to stakeholders.
- ▶ regularly reviews and updates objectives and targets in occupational health and safety based on performance data and stakeholder feedback.
- ▶ critically assesses, through regular reviews and audits, the outcomes of implementing this Policy and identifies areas for improvement.

Project manager:  
Artyom Petrosyan

Author:  
Armen Stepanyan

Tel. : +374-60-500003, +374-285-33131  
E-mail : info@zcmc.am

