**OCCUPATIONAL HEALTH AND SAFETY POLICY OF PJSC ALROSA**

**PJSC ALROSA (Public Joint Stock Company ALROSA), hereinafter referred to as the “Company”**, is a world leader in the diamond mining industry, a Russian state-owned mining company, aimed at a comprehensive solution of priority national objectives related to the natural resources development.

Safety and health of employees are absolute priority for the Company. The Company pays special attention to the matters of ensuring safe working conditions, occupational safety and protection of health, fire safety, road safety, considering the life and health of employees as the highest value. The Company strives to create a safe production culture based on a responsible behavior of employees at all management levels and of the Company’s contractors, providing each production process complies with the occupational health and safety requirements.

**The Company’s management is fully aware of its responsibility for ensuring occupational safety, creating safe working conditions and commits to the following obligations:**

• **to ensure the development of a safety culture;**

• **to ensure a reduction in the level of impact of hazardous factors and risks from industrial activities on employees’ health, as well as the level of industrial injuries and occupational diseases;**

• **to improve the occupational health and safety management systems constantly, including the introduction and use of digital technologies;**

• **to ensure the application of common standards to employees, contractors and counterparties at the Company’s production facilities;**

• **to comply with occupational health and safety legislative and regulatory requirements;**

• **to consult with employees and their representatives, to ensure their participation in health and safety activities.**

**Elimination of production accidents and emergencies is the Company’s strategic goal.**

**The Company’s employees must follow the principles to implement this Policy:**

• **Safety as a Priority** – any work task must be carefully considered in terms of safety.

• **Manager Accountability –** Heads of the Company and production facilities are responsible for overseeing the work and ensuring occupational safety.

• **Anti-Injury and Anti-Incident Stance –** we treat any workplace injury or incident as a Company-wide emergency, signaling of inefficiencies in management and control of a safe work process.

• **Transparency and Reporting** – distortion of information with regard to occupational health and safety in the Company is unacceptable.

• **Involvement** – every employee, from the CEO to a worker, must be involved in addressing occupational health and safety activities.

The Company’s management commits to implement this Policy and to allocate the necessary financial, technical, human and other resources.