



## **CORPORATE POLICY STATEMENT**

At Starshine Safety & Sustainability Group LLC (SSG), we are committed to providing world-class consulting services in Health, Safety, Environmental (HSE) management and Environmental, Social, and Governance (ESG) sustainability. Our policy is founded on the principles of risk prevention, continuous improvement, and responsible business conduct, integrating the requirements of international standards ISO 9001:2015 (Quality Management Systems), ISO 14001:2015 (Environmental Management Systems), ISO 45001:2018 (Occupational Health and Safety Management Systems), and the guidance of ISO 26000:2010 (Social Responsibility).

This policy provides the framework for establishing, implementing, and reviewing our strategic objectives. It applies to all personnel, processes, and activities under the control of SSG, and is communicated to all employees, contractors, and relevant stakeholders.

### **QUALITY COMMITMENT**

We are dedicated to delivering services that consistently meet and exceed our clients' expectations and applicable regulatory requirements. To achieve this, SSG will:

- Implement and maintain an effective Quality Management System to ensure the reliability, consistency, and continuous improvement of our consulting, auditing, and training services.
- Foster a client-centric culture by understanding our clients' needs and expectations and ensuring they are integrated into our service design and delivery.
- Empower our employees with the necessary training, resources, and authority to take responsibility for quality in their roles.

### **ENVIRONMENTAL STEWARDSHIP**

We recognize our responsibility to protect the environment. In our operations and through our services, SSG pledges to:

- Prevent pollution and minimize our environmental footprint by promoting the efficient use of resources, managing waste responsibly, and seeking opportunities for environmental improvement.
- Comply with all applicable environmental legislation and other requirements to which we subscribe.
- Support our clients in achieving their environmental objectives, aligning our consulting practices with the principles of sustainable development and the United Nations Sustainable Development Goals.

### **OCCUPATIONAL HEALTH & SAFETY**

The health, safety, and well-being of our employees, contractors, and all persons affected by our activities are of paramount importance. We will:

- Proactively eliminate hazards and reduce occupational health and safety risks through a robust risk management process, aiming for zero work-related injuries and illnesses.
- Ensure full compliance with occupational health and safety international regulations and laws of the Russian Federation and other jurisdictions where we operate.
- Promote a strong safety culture through active employee participation, consultation, and comprehensive training programs.
- Provide and maintain a safe and healthy work environment, including our offices and client sites where we perform our duties.

## **SOCIAL RESPONSIBILITY & ETHICS**

We conduct our business with integrity, fairness, and respect for people, communities, and society. SSG commits to:

- Upholding the highest standards of ethical behavior, including transparency, accountability, and good governance in all our dealings.
- Respecting human rights, promoting diversity and equal opportunity, and prohibiting all forms of discrimination and harassment within our workplace.
- Engaging constructively and transparently with our stakeholders, including employees, clients, suppliers, and the communities in which we operate.
- Integrating social responsibility principles into our core business strategy and encouraging our clients and customers to do the same as part of their ESG journey.

## **LEADERSHIP AND IMPLEMENTATION**

Top management, led by the General Director (CEO), is unequivocally committed to this policy. We will ensure it is:

- Understood, implemented, and maintained at all levels of the organization.
- Communicated to all persons working for or on behalf of SSG.
- Regularly reviewed for continued suitability and effectiveness, typically during annual management reviews.
- Supported by measurable objectives and targets that drive continuous improvement in our Quality, Environmental, Health & Safety, and Social Responsibility performance.

This policy is the foundation of our journey towards sustainable excellence and the benchmark against which all our activities are measured.

**CEO**



**Maksim Starshin**