



SAFETY AND HEALTH

SAFETY AND HEALTH AT WORK

SK Ondeu LLP pays special attention to compliance with occupational safety requirements. In accordance with our occupational safety policy, we strive to provide safe working conditions for our employees. For this purpose, the Company is constantly improving its occupational health and safety management system in accordance with national legislation and international standards and requirements.

The management of the Company and its Subsidiaries follows the principle of zero tolerance in relation to losses and damages related to incidents and accidents, the use of alcohol, narcotic drugs, psychotropic substances and their analogues, and road accidents.

As a result of this work, in 2024, the Lost Time Injury Frequency (LTIF) rate for the SK Ondeu LLP group of companies was 0.

In order to reduce risks of harm to the life and health of personnel, constant monitoring is carried out during the work, the responsibility and involvement of managers and employees in the processes of ensuring occupational health and safety is being increased. Great attention is also paid to improving the competence and qualifications of employees of the entire SK Ondeu group of companies.

The safety and well-being of its employees is a top priority for SK Ondeu. The company implements a range of measures to prevent accidents and incidents, and works systematically with its staff to improve their understanding of and compliance with safety requirements. All these actions are aimed at improving the safety culture across all Group companies and preventing potential negative consequences.

The Group regularly holds events aimed at preventing occupational injuries and preventing and/or minimizing risks and hazards.

Conducting internal audits on OS issues

	Number of man-hours worked	1186 808
	Number of behavioral safety observations (BSO) conducted	398
	Number of accidents	0
	Number of traffic accidents	0
	Number of victims	0

SUCH MEASURES INCLUDE



Conducting internal audits on production safety issues



Conducting scheduled and unscheduled safety briefings



Organization of emergency response drills and training alarms



Continuous training and professional development of employees



Identification of hazardous conditions, hazardous actions, incidents without consequences, and implementation of appropriate corrective actions



Use of behavioral audits to stop unsafe work, or refusal to perform it if they believe that such work cannot be performed safely (STOP cards)



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In 2024, the Safety SSAP mobile app was developed and implemented to prevent potentially dangerous incidents at work. It allows users to record safety violations and notify the responsible persons;

The reporting of potentially dangerous incidents does not entail negative consequences for personnel; on the contrary, it is taken into account in motivational incentives. The company also identifies and records hazards that have caused and/or may cause the risk of serious incidents.

In addition, the design/development/implementation/installation of an “Automated Occupational Safety System” began in 2024.

The implementation of the System will enable the following:

- create a unified and rapidly updated database containing information on various aspects of OS.
- improve the management system and apply the principle of continuous improvement in the field of OS;
- achieve the lowest possible level of risk and reduce losses and damages incurred in dealing with the consequences of accidents and occupational injuries;
- raise management awareness of OS and reduce decision-making time.

In 2024, 398 behavioral audits were conducted to minimize human factor risks, involving managers at various levels of the Company and its Subsidiaries. Regular analysis and monitoring of data show that safety violations, which are often associated with the human factor, are a common risk across all of the

production facilities of the Group.

In order to implement a unified policy for building and improving the occupational safety management system of Samruk-Kazyna JSC, as well as to prevent and avoid injuries in the organizations of the SK Ondeu LLP group of companies, the Chairman of the Management Board of the Partnership by the order of January 26, 2024, No. 2, approved the Action Plan for Industrial Safety of the SK Ondeu LLP group of companies for 2024, which includes 32 instructions with specific deadlines for their implementation.

As of December 31, 2024, the tasks were completed in full.

We also note that as part of the implementation of the provisions of the Strategy for the Development of the Industrial Safety Management System of Samruk-Kazyna JSC for 2024–2028, approved by the decision of the Management Board of Samruk-Kazyna JSC of May 16, 2024, Order No. 49 of the Chairman of the Management Board of the Partnership of October 2, 2024 approved the indicators for the development of the industrial safety management system of the SK Ondeu LLP group of companies, establishing numerical values for certain metrics.

By the end of 2024, the key initiatives envisaged were implemented.

In addition, in 2024, the Management Board of the Partnership approved Corporate Standard No. 20/24 dated June 27, 2024, on occupational safety management for the SK Ondeu LLP group of companies.

As a result, no accidents related to work activities or cases of occupational diseases were recorded during the reporting period.

In addition, measures taken at the Company's enterprises to improve production safety prevented industrial accidents (uncontrolled explosions, releases of hazardous substances, or destruction of buildings).





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HEALTH AND SAFETY OF THE CLIENT

The most important priority of SK Ondeu’s activities is the protection of life and health of employees, as well as ensuring safe working conditions.

The Company ensures strict compliance with industrial safety norms at workplaces and production sites, equipment serviceability and availability of all necessary internal documents such as instructions, regulations and standards.

Main regulatory documents defining principles and rules in occupational health and safety of the Company:

- Labor Code of the Republic of Kazakhstan;
- Law of the Republic of Kazakhstan “On Civil Protection”;
- Code of the Republic of Kazakhstan “On Public Health and Healthcare System”;
- Industrial safety rules for hazardous production facilities in the chemical industry;
- Occupational Safety Policy of SK Ondeu LLP;
- Occupational Health and Safety Code of SK Ondeu LLP and its subsidiaries;
- Unified rules on occupational health and safety for subsidiaries of SK Ondeu LLP;
- Rules for interaction with contractors in occupational health, safety and environmental protection.

The OHS principles and rules defined by the Company are binding for all employees and contractors of the Group.

SK Ondeu LLP has a Crisis Management Headquarters to prevent emergency situations.

In addition, the Risk Register of SK Ondeu LLP group of companies for emergencies, accidents and incidents with a high degree of probability of severe and/or fatal outcomes

and Plans for technical re-equipment of obsolete and worn-out equipment of SK Ondeu LLP group of companies for 2023 were approved.

In 2023, the lost time injury frequency rate (LTIF) for the SK Ondeu LLP group of companies was 0.

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