

Approved
Board of Directors of PJSC Uralkali
(Minutes N. 383 dated 02.10.2020)

OCCUPATIONAL, INDUSTRIAL AND FIRE SAFETY POLICY OF PJSC URALKALI

PJSC Uralkali (the Company) strives to become a leader in all areas of its business. Occupational, industrial and fire safety are the Company's key priorities. Uralkali is aware of its responsibility to protect the lives and health of every employee involved in production operations and always puts the safety of its employees above profits.

Safety-related goals of Uralkali:

- Creation of healthy and safe working conditions;
- Reduction of injuries and risks of occupational diseases;
- Prevention of incidents, accidents and emergency situations.

In order to achieve these goals, the Company assumes the following **obligations**:

- Comply with applicable health and safety related legal and regulatory requirements;
- Create a safe working environment for employees by ensuring accident-free equipment operations, implementing new technologies, using modern means of collective and personal protection and preventing occupational accidents and diseases;
- Prevent industrial incidents, reduce the risk of emergency situations and accidents, maintain the necessary level of human and technical resources for emergency preparedness and response capabilities;
- Manage and reduce professional health and safety risks;
- Improve the efficiency of control over compliance with occupational, industrial and fire safety requirements;
- Abide by the collective bargaining agreement of the Company and the cooperation agreement between the Company and the primary trade unions of Silvinit and Uralkali;
- Continuously improve the health and safety management system and enhance its efficiency by regular monitoring and implementation of most modern policies and practices;
- Increase the level of accountability and personal involvement of each employee in safety-related matters;
- Continuously raise employees' awareness and provide them with workplace safety training;
- Ensure availability and accessibility of reliable and accurate information on working conditions and safety;
- Implement this Policy on the basis of social partnership and a direct dialogue between the employer and employees.

The Management hereby assumes their responsibility for observing this Policy in all business units of the Company.