



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY OF JSC «YATU NAMED AFTER V.U. ORLOV»

Corporate Social Responsibility of JSC «YATU named after V.U. Orlov» is a conscious and voluntary responsibility for the impact of the company's activities on stakeholders and active participation in the development of society, the state and business in the economic, social and environmental spheres, which exceeds the obligations established by law.

JSC «YATU named after V.U. Orlov» in its activities is based on the fundamental values established in the UN Global Compact and supports the UN Sustainable Development Goals.

JSC «YATU named after V.U. Orlov» recognizes its responsibility to all stakeholders and society and follows to the basic principles of social responsibility: ethical behavior, consideration and respect for the interests of stakeholders, respect for the rule of law, generally recognized standards of conduct and human rights, transparency and accountability of the company.

Respect and protection of human rights

JSC «YATU named after V.U. Orlov» takes into account the interests of employees and stakeholders, and strives to improve their well-being by ensuring:

- equal rights in employment and employment relations, non-discrimination in all fields of activity;
- absence of forced and child labor;
- creation of decent working conditions and social protection for employees;
- recognition of the importance of social dialogue;
- ensuring industrial safety and labor protection at the workplace;
- employee capacity development and on-the-job training;
- ensuring the protection of personal data of employees.

The company's priority area of activity is to create working conditions for employees that are safe for life and health, and to provide them with the social guarantees set out in the «Collective Agreement». Social guarantees apply to employees of the company, their family members, as well as pensioners who applied for a pension at the company.

Environmental Sustainability

JSC «YATU named after V.U. Orlov» manages its environmental impact and strives to ensure comfortable living conditions for employees, society and future generations by ensuring:

- prevention and reduction of negative impact on the environment;
- rational use of resources and energy conservation;
- mitigation of climate change and its consequences.

Good business practices and ethical business conduct

JSC «YATU named after V.U. Orlov» attaches great importance to the issues of compliance with the principles of professional ethics and ethical standards of doing business when interacting with consumers, suppliers, staff, competitors, government authorities and society, ensuring:

- compliance with legislation, generally accepted standards of corporate and business ethics;
- combating corruption and supporting fair competition;
- honest marketing and contracting practices;
- protection of consumer health and safety;
- ensuring data confidentiality, etc.

Participation in the life of society

JSC «YATU named after V.U. Orlov» promotes the socio-economic development and well-being of Yaroslavl and the Yaroslavl Region in partnership with government authorities, the local community and non-profit organizations, including through the implementation of charitable programs, ensuring:

- sponsorship and technical assistance to schools, kindergartens, hospitals and sports organizations;
- restoration of orthodox churches and other cultural heritage sites.

The top management of JSC «YATU named after V.U. Orlov» is a guarantor of the observance of the values laid down in the basis of the company's activities, and encourages every employee to actively participate in the life of the company and society.

General Director

Aleksandr N. Orlov