



CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL POLICY OF JSC «YATU NAMED AFTER V. U. ORLOV»

Joint Stock Company «YATU named after V. U Orlov» is built on deep-seated values that are expressed in this Policy and based on ten fundamental international principles. There are: respect the protection of internationally proclaimed human rights, being not complicit in human rights abuses, the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced labor, the effective abolition of child labor, the effective abolition of child labor, support a precautionary approach to environmental challenges, undertake initiatives to promote environmental responsibility, encourage the development and diffusion of environmentally friendly technologies, work against corruption in all its forms.

The mission of Joint Stock Company «YATU named after V. U. Orlov» is the production of high-quality carbon black, according to customers' requests, respect for the environment, minimizing the occurrence of industrial accidents, injuries of employees and negative impact on the environment.

Social responsibility of JSC «YATU named after V. U. Orlov»

Top management of JSC «YATU named after V. U Orlov» seeks to maximize the employees' satisfaction, because it provides high motivation for effective work and production quality products that satisfy the needs and expectations of consumers.

A priority for the company is achievement its goals in the area of social responsibility to respect social guarantees for employees. These guarantees are fixed into «Collective Agreement», concluded between the General Director and the labor collective. Social guarantees authorized in «Collective Agreement» for company employees are partially extended to the members of their families and also to the pensioners who documented pension at JSC «YATU named after V. U Orlov» and have been employed for more than 10 years.

The management of JSC «YATU named after V. U. Orlov» is a guarantor of compliance with labor legislation of the Russian Federation and fundamental human rights at company:

- 1 The absence of discrimination in the company.
- 2 The absence of forced labor in the company.
- 3 The absence of child labor in the company.
- 4 Compliance with laws which protect the interests of the disabled people.
- 5 Ensure safety of employees during fulfillment their duties.
- 6 Control working schedule and rest periods.
- 7 Ensure providing workers with warranties relating to: a combination of work and study, business trips, etc.
- 8 Provide the protection of personal data.
- 9 Compliance with other requirements of the existing labor legislation of the Russian Federation.

During many years JSC «YATU named after V. U Orlov» provides sponsorship and technical assistance to schools, kindergartens, sports organizations and animal shelters of the region. JSC «YATU named after V. U Orlov» by its own sources and with participation of its specialists restores orthodox churches and other cultural heritage.

Responsibility of JSC «YATU named after V. U. Orlov» in the field of ecology and labor safely

Top management of JSC «YATU named after V. U Orlov» provides control over the negative impact on the environment and health and is committed to its minimizing, maintaining comfortable working conditions for employees and living conditions for people.

The priority scopes of the company to achieve environmental goal are the following:

- 1 Carrying out the company's activities in accordance with the requirements of the Russian environmental legislation.
- 2 Continual improvement of industrial safety, occupational safety and the environment by ensuring safe and trouble-free operation of the equipment.
- 3 Implementation of the safe management of waste production and consumption, improvement measures for their disposal.
- 4 Management of natural resources and energy conservation.
- 5 Plant landscaping.

The priority scopes of the company to achieve labor safety goal are the following:

- 1 Carrying out labor safety instruction and training for the employees in the workplace.
- 2 Informing workers about the potential hazards of used and produced substances.
- 3 Providing employees with certified safety clothes and PPE.
- 4 Special assessment of working conditions and activities focused on their improvement.

Anti-corruption and antimonopoly activities of «YATU named after V. U. Orlov»

Top management and all the employees of JSC «YATU named after V. U Orlov» place the highest value on integrity and ethical conduct. No employee of the company has any authority from the company or otherwise to do anything inconsistent with the anti-corruption legislation and anti-corruption policy of the company.

JSC «YATU named after V. U Orlov» is opposed to any antimonopoly laws offense and fair business conducting, in particular: allocation of customers, territories, markets or products with competitive companies; bid-rigging; group collusions; tying and price discrimination.

Top management is responsible for the implementation of the «Corporate Social Responsibility and Environmental Policy» and encourages every employee of the company to observe it.

General Director

Aleksandr N. Orlov