

# FRECOM LTD. POLICY

## On labor safety and environmental protection

Company's top management considers health and life of its personnel as the main value of organization and declares their adherence to the principles of compliance with health, safety and environment legal requirements, prevention of negative environmental impact and HSE management continual improvement

Company's management commits to provide safety conditions for its personnel at the level of the best companies in the sector. To achieve this goal, the Company makes all efforts for assessment and minimization of risks through:

- personnel training
- provision with special protection means, where necessary
- development, implementation and monitoring of safety procedures.

The Company shall ensure its personnel to comply with Clients' HSE policies and procedures where applicable.

As a company performing HSE consultancy services, FRECOM Ltd. shall demonstrate high level of HSE corporate culture to all its partners, contractors and clients. The Company demands from its contractors not least conscientious attitude to these issues.

Policy has to be communicated to all employees working for or on behalf of the Company.

Director General  
FRECOM Ltd.

V.V. Minasyan

28 May 2007

