

**Quality,
Environmental,
Oh&S Policy
ISO 9001, ISO 14001, ISO 45001**

Attention and respect for every customer, a clean environment and a healthy and safe employee.

To fulfill requirements and needs of customers, the company's management system commits to ensure high-quality and safe operation and an ecological environment:

- Continuously improve the management system to increase the effectiveness of quality, environmental protection, health and safety of employees
- Systematic analysis of management system, review policies, objectives and risks
- Implement main company's activities in accordance with the legal, interested parties, customers and other requirements
- To provide safe and healthy working conditions, to prevent work-related injuries and illnesses
- To develop the responsibility of the company's employees for quality work, pollution prevention, employee safety and health, consultation and participation
- Cooperate with suppliers and subcontractors in order to reduce the negative impact of their operations and environment
- Fulfill environmental and pollution prevention obligations
- Reduce the risk of emergency accidents, eliminate hazards, and improve safe and health of employees.

**GARANT GROUP CEO
Aleksandr Pigarev**

Reviewed: January 2025

This policy is being reviewed on a regular basis to evaluate continued relevance and to monitor compliance.