



Gazprom energoholding Serbia
TE-TO Pancevo d.o.o.

QUALITY, ENVIRONMENTAL PROTECTION, HEALTH AND SAFETY POLICY

Gazprom energoholding Serbia TE-TO Pancevo LLC is the first combined cycle thermal power plant in Serbia, which uses natural gas for operation. Its commitment is to continuously improve the integrated system of quality management, environmental protection as well as health and safety at work in accordance with the requirements of the standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, in the activity of electricity and thermal energy production.

- Through socially responsible business, the company achieves sustainability and positive results in the business and social environment.
- During the process of electricity and thermal energy production, it strictly adheres to the current legal regulations, standards and adopted norms, ensuring safety and quality for the consumer according to the highest European standards.
- By fulfilling consumer requests, it builds a positive image and creates prerequisites for cooperation with new consumers.
- The company establishes appropriate value systems that meet the needs and expectations of employees. By recruiting highly skilled staff, motivating them, raising their competences, and taking care of safety and health, the company achieves that employees are aware of their role and importance in the implementation of the company's policy and goals.
- The company procures modern work equipment and maintains the existing equipment in a good quality manner.
- The company develops environmental awareness among employees as well as awareness of the importance of managing environmental protection. It recognizes and prevents possible negative impacts on the environment, through the implementation of measures to control the impact on air, water and soil.
- The company conducts activities in order to optimize the use of natural resources and energy and considers possibilities to minimize the use of hazardous substances and the generation of hazardous waste.
- Through the implementation of health and safety measures at work, it achieves a zero level of deaths or injuries at work that result in permanent disability. The company consults employees and encourages participation in safety-related activities, in order to raise awareness of healthy and safe working conditions through effective communication.
- The company undertakes all available measures in order to reduce the risk level of business process goals achievement, as well as the goals of reducing labor costs, equally dealing with risk reduction in terms of environmental protection and health and safety at work.

By implementing the outlined Policy and stated goals, Gazprom energoholding Serbia TE-TO Pancevo LLC with an orientation to consumers, employees and the social community as a whole, with constant improvements, creates the basis for more efficient business and the creation of a material basis for the development of Gazprom energoholding Serbia TE-TO Pancevo LLC and improves the quality of life of all employees and all interested parties. In that respect, the Director decided to establish and apply modern management systems in accordance with the requirements of the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards, assuming a leadership role in this matter, while expecting from all employees a proactive and creative contribution within the limits of their powers, competences and abilities.

Pancevo, 24.01.2023

Director

Alexander Varnavskiy

