

STOP WORK AUTHORITY POLICY

This Stop Work Authority Policy establishes the right and obligation of employees of EXPERT SERVICE LLP to exercise the authority to immediately stop work when conditions or actions are identified that may pose a threat to the life and health of people, the safety of equipment, or the environment.

This Policy applies to all employees of EXPERT SERVICE LLP, as well as contractors, temporary personnel, and all persons performing work at Company facilities or customer sites on behalf of the Company.

The senior management of EXPERT SERVICE LLP is responsible for implementing and maintaining this Policy, providing the necessary resources, and promoting a safety culture in which the authority to stop unsafe work is an integral part of the occupational health and safety and industrial safety management system.

Every employee is personally responsible for complying with safety requirements and supporting the principles established by this Policy.

The Company establishes that the highest priority of all activities is the protection of human life and health, prevention of accidents and incidents, and protection of the environment. All work shall be performed safely and in strict compliance with established requirements, even where this requires additional time or changes to the work process.

Every employee, regardless of position, length of service, or experience, has both the right and the obligation to stop work if an actual or potential danger exists to people, property, equipment, or the environment.

The Stop Work Authority applies to any actions, conditions, equipment, employee or contractor behavior that may result in an incident or violation of safety requirements.

Such situations include, but are not limited to:

- unsafe equipment conditions;
- violations of established work procedures or technological processes;
- absence of required personal protective equipment (PPE);
- work performed without appropriate authorization, permit, or safety briefing;
- any behavior or condition that may create a risk of injury, accident, or environmental impact.

An employee shall immediately report the identified hazard to their immediate supervisor and, where necessary, suspend the work until unsafe conditions have been eliminated.

Work stoppage shall be performed in good faith and solely for the purpose of preventing harm to people, equipment, property, or the environment.

The Company guarantees that no employee or contractor representative shall be subject to disciplinary action, retaliation, harassment, or any negative consequences for exercising Stop Work Authority in good faith or reporting an unsafe condition, even if such action is subsequently determined to have been unnecessary.

Managers at all levels shall support employees exercising Stop Work Authority, promptly review reports of unsafe conditions, and take immediate action to eliminate identified risks.

The Company's management confirms its commitment to the principle that safety takes priority over production objectives, schedules, and operational deadlines.

This Policy is mandatory for all employees and contractors of EXPERT SERVICE LLP and shall be communicated to all persons present at Company facilities and customer sites while performing work on behalf of the Company.

Director, EXPERT SERVICE LLP



A.S. Kenzhegaliev