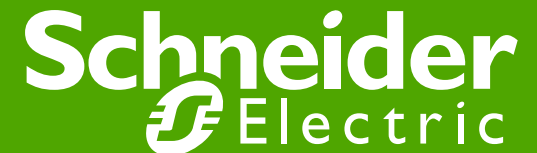


Traffic Safety Management

HSE Director
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Traffic safety control

Tools	Benchmark	Our Company
Working Car Policy	+	- / +
Driving skills test before car provision	+	+
Regular drive-test gone	+	-
Driving safety induction instruction	+	+
Safe driving theory training	+	- / +
Regular control of driving documents	+	-
Regular control of physical capability to drive	+	-
Limited driving distance and set rest time regime	+	- / +
Regular car inspection	+	-
Car usage control (mileage run, fuel consumed)	+	-
Compensation instead of car	+	-
Immediate report of each accident	+	-
Discipline for avoidable accidents	+	-
Finance liability for avoidable traffic accidents	+	-
Line Managers KPI's on safety	+	-

Benchmark – DuPont, BAT, Philippe Morris, BP, Chevron

Actions for traffic safety

1. Accident management

- Each traffic accident with company car investigated by Traffic Safety Committee and followed by corrective actions:
 - Guilty drivers pay franchise (deductible)
 - Repeated guilty accident during 1 year leads to warning letter and 1 month walking
 - 3rd fine during 1 month leads to notice letter and 1 week walking

2. Communicate Traffic Safety Analysis monthly to line management (Protocol)

3. Skills development:

- All company car holders complete Progressive Driving program
- Annual Progressive Driving drive-tests is a condition of using company car

4. Assign Regional Presidents accountable for safety with appropriate authorities and KPI's.

5. Introduce mentioned changes in Car Policy.

6. Review Traffic Safety quarterly at Country Council.

Target 2014:

Decrease traffic accident rate to 10 per Mln.km