

DECLARATION

OF THE HAYKAKAN ATOMAYIN ELECTRAKAYAN CJSC MANAGEMENT ON

MANPOWER POLICY

Efficient manpower policy and personnel management are important factors which ensure safe, reliable and economical operation of a nuclear unit.

The HAEK CJSC management declares that the personnel of the enterprise represent the highest value and each employee is a part of a solid, united and professional team. Based on the set goals and objectives and in compliance with the activity specific character, the issues of personnel high level competence provision and maintaining are considered at the HAEK CJSC as high priority issues.

The main components of the HAEK CJSC manpower policy are:

- ⇒ Planning activities on personnel management based on strategic objectives of the HAEK CJSC;
- ⇒ Professional selection and staffing of personnel based on needs analysis;
- ⇒ Personnel proper training and continuous development thanks to provision with required resources and allocation of appropriate means;
- ⇒ Continuous improvement of efficiency and quality of the training, qualification maintaining and advanced training system by means of systematic approach to training and its detailed assessment;
- ⇒ Creation of openness and mutual respect environment, enabling complete realization of personnel creative capabilities and potential;
- ⇒ Provision of employees career and professional growth with respect to the HAEK CJSC needs, professional skills and attitude to safety issues;
- ⇒ Improvement of tutorship practice, as well as transfer of experience and knowledge to younger generation;
- ⇒ Provision of differentiated system of employees labor payment depending on personal labor contribution to achievement of the set goals and objectives;
- ⇒ Assignment of sufficiently competent and highly qualified specialists to the vacant HAEK CJSC managers positions;
- ⇒ Implementation of motivation and stimulation practice in regard to the employees who demonstrate professionalism, high discipline and liability for safe and efficient operation of the HAEK CJSC;
- ⇒ Support to contractor organizations in personnel training and qualification maintaining issues;
- ⇒ Planning and implementation of social development programs aimed at maintaining capacity to work and health, provision of proper rest and professional rehabilitation, as well as support to labour veterans.

The management of the HAEK CJSC continuously implements purposeful activity aimed at solution of professional tasks and social problems in all areas of manpower policy.

We confirm that the declared principles will be implemented in conditions of safety culture upgrading and improvement of social and psychological environment in the labor collective. Maintaining of high qualification and team work is always in our focus.