

### Company policy

1. Client orientation: the present and future of our company, the stability of working places and the level of remuneration for each employee are depended on the success of our clients. Therefore, we do everything we can to make our customers' business easier in terms of logistics, improve their productivity and attractiveness in the market and strive to exceed their expectations.
2. Person is the main value of our company. We give priority to the provision of healthy and safe working conditions in the interest of a zero-accident culture, preservation of jobs, high motivation and satisfaction of staff, continuous training and increasing the level of professionalism of everyone. Our company excludes the possibility of staff working under drug and alcohol addiction, it also rejects any forced and child labor and refrains from any discrimination based on race or ethnic origin, sex, religion or ideology, age identity.
3. Our company represents itself as a provider of individual high-quality logistics solutions. Each employee works to improve the integrated quality management system as a basis for customer satisfaction. For quality improvement everyone is responsible for providing information about possible development or inconsistencies identified in the work process.
4. The company is a complex system of balance, counteraction and conflicts of interest that ultimately contribute to optimal results. We expect all our employees to behave properly in accordance with our corporate code of conduct. All leaders must be aware of the interconnection of processes and structures of the company and be guided by an integrated quality management system to resolve disputes, value, and consider each employee's opinion as an expert in his or her workplace and as part of our labor safety culture.
5. Continuous improvement of the financial results of the company, constant reduction of risks in its activities, as well as compliance with the current legislation is a steady goal.
6. As a part of society, we accept our social responsibility and are committed to improving public welfare, preserving the environmental and minimize consuming natural resources through careful management of business activities. Employee safety, environmental protection and economic feasibility are obligatory criteria for decision-making.
7. Cooperation with clients and subcontractors are built on a mutually beneficial, partnership basis. Long-term cooperation is possible only with companies that meet our requirements for labor safety, quality system and environmental protection.

Glib Akchurin  
General Director

