

MANAGEMENT POLICY OF KOZLODUY NPP EAD

The mission of Kozloduy NPP is to **securely supply power** to the country and the region **through safe, efficient, environmentally friendly and reasonably priced generation**.

The strategic goal of the company **that is the most significant electricity producer in the Republic of Bulgaria, is the long-term operation of the nuclear power units** while ensuring safe and steady operation in conformity with the licences issued by the regulatory bodies.

In the **Kozloduy NPP policy statement**, the **Management** establishes its priorities, regarding the company's management policy, for ensuring the highest level of safety, effective and competitive production, licensed, competent and motivated personnel, and financial stability.

The priorities declared by the Management are justified in **policies** that set out the principles, specify the objectives and the approach to reaching them.

The financial, human and material resources necessary to accomplish the specific objectives are identified in the Company's business programme, in conformity with the overall strategy of the Bulgarian Energy Holding.

The Management has introduced a management system and organisational-management structure to ensure consistency between the requirements concerning safety, working conditions, environmental protection, and optimal generation and Company finances.

The effectiveness of the performance and the results achieved against the adopted objectives is assessed through a system of indicators. The results of the evaluations form the basis for taking corrective measures and actions on behalf of the Management.

The active participation of staff in the implementation of this policy emerges as the key factor for the Company's success. The Management provides conditions for employee awareness, easy communication and opportunities to apply good ideas and suggestions.

In the implementation of the Policy, the Company's Management commits to:

- perceiving as its main obligation the pursuit of this Policy, the implementation of the national legal provisions and international standards;
- ensuring through its actions the highest priority of nuclear safety, radiation protection and physical protection, safe management of nuclear fuel and radioactive waste;
- providing protection of the public and environment against negative impacts related to the Company's activity;
- evaluating the risks specific to the Company's activities and processes, and taking measures to reduce them to an acceptable level;
- improving the working conditions of all its employees;
- maintaining qualified, licensed and motivated personnel;
- further development of the system of values and safety culture through the personal example of managers and the contribution of each plant employee;
- applying the "no-blame" principle to the error reporting process;
- using operational experience and good practices;
- sustaining market and financial stability;
- building mutually beneficial relationships and good partnership with suppliers and service providers;
- engaging managers at all levels in defining objectives and tasks, and creating an environment where employees can actively contribute to their achievement;
- evaluating the implementation of the Policy and taking the necessary action to continually improve it.

The Kozloduy NPP Management **supports the efforts of all its employees to achieve the Company's main goal**, and expects them to demonstrate in their day-to-day work **responsibility, high professionalism, positive attitude towards safety and technological discipline**, as well as to know and follow **the rules of conduct and to contribute actively to the Company's development**.

CHIEF EXECUTIVE OFFICER:



NASKO MIHOV