



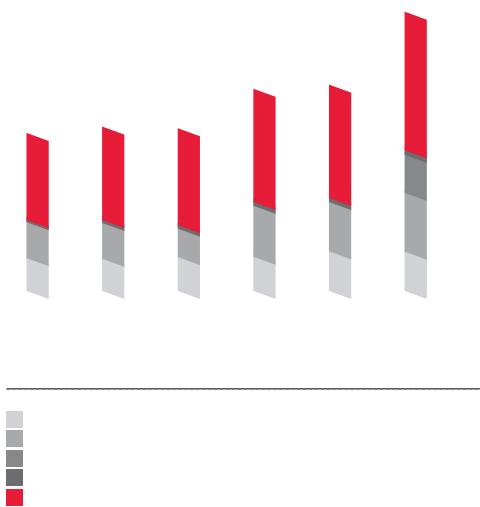
HMS Group regards the contribution it makes to social development and improvement of the quality of life in local communities as an essential part of its business.

The Group contributes to society development mostly by producing high-end equipment for key industries and participating in major infrastructure projects that help to reduce power consumption and stimulate economic growth and job creation.

People and workplace

HMS Group employees are considered its main asset and we do our best to provide them with opportunities for professional and personal development. We encourage our personnel to continuously improve operational excellence which fosters strong team spirit, higher employee engagement and, thus, superior performance.

HMS Group views development of its personnel as key element for the success of each individual employee as well as for the Group as a whole. We are focused on creating an environment where learning and development can take place enabling the employees to excel. We provide our employees with access to wide range of industrial trainings, IT and foreign languages courses, technical and business training courses and seminars.



The collective employment agreement implemented in every company of HMS Group specifies providing the employees with decent working conditions and remuneration. It is aimed to increase performance, standards of living and disposable income of the employees, providing them with social and labor benefits.

HMS Group strives to help its employees attain a good work/life balance. The Group guarantees its employees voluntary health insurance and social insurance in case of industrial accidents and diseases for the employees operating in hazardous environment. We offer various leisure and health support benefits to our employees and their families, including holiday packages for vacation centers and presents for children. Comfortable working environment includes canteens and medical stations. We provide our employees with access to corporate gyms, arrange professional and sporting competitions, cultural and educational events.

HMS Group establishes several channels through which the employees' initiatives can be reviewed and put into practice. There are corporate periodicals, information stands, feedback lines and face-to-face meetings at every facility of the Group.

Health and safety are top priority and an integral part of HMS Group practice. The Group is committed to zero accidents at workplace. All the employees are provided with personal protective equipment and health inspections for the workers exposed to occupational hazards are conducted on a regular basis.

Community engagement

HMS Group makes significant charitable contributions in the communities where its operations have an impact. Through our operations we create jobs and business opportunities that strengthen local economies and support community development projects.

HMS Group subsidiaries have established long-term relationships with local colleges and universities. This cooperation includes launching of student initiatives and internships at the Group's production facilities. R&D clusters of the Group host scientific conferences for young professionals aimed at involving the young minds into scientific projects. During these workshops talents have the opportunity to show case their innovative projects.

HMS Group has a long-standing tradition for supporting charity initiatives, either by providing funds or by giving active support in charity projects. The main focus is health care institutions, orphanages and World War II veterans associations. The Group actively supports various sport, educational and cultural events.

We provide constant support for organizations for disabled people promoting their integration into society. The required help is rendered to divisions of Red Cross. HMS Group provides financial support for renovation and equipment of nurseries and schools. For several years the Group has been among sponsors of Preobrazhensk cadet corps in Moscow.

Environmental initiatives

The HMS Group is committed to achieving the highest environmental standards by minimizing the loss to the environment and human health. We regard ecological activity as an integral part of our day-to-day operations fully recognizing the necessity to support ecological balance. Our policy in this field follows every applicable environmental law in all countries of operation. Regular audits ensure that these requirements are being met. HMS Group incorporates environmental considerations throughout the production process starting from design to development and manufacturing.

HMS Group production sites control and improve the processes for emission reduction and introduce resource conscious production technologies and equipment. The Group works continuously to improve resource efficiency in the manufacturing process. In 2012, along with the production expansion, the Group introduced modern waste treatment facilities. We expect to make stronger commitments in this area in the future by implementing environmentally sustainable high-tech solutions.