

KOZLODUY NPP EAD HUMAN RESOURCE MANAGEMENT POLICY

The Kozloduy NPP EAD human resource management policy is aligned with a strategic goal stated by the Company Management and is implemented to maintain an adequate number of certified, competent and highly motivated staff.

THE HUMAN RESOURCE MANAGEMENT POLICY OF KOZLODUY NPP EAD IS TARGETED AT ACCOMPLISHING THE FOLLOWING OBJECTIVES:

- attract and ensure through professional recruitment the necessary staff, meeting the requirements for employees at nuclear facilities
- maintain the training and qualification process that ensures sufficient number of personnel competences in compliance with the national and international standards, and improvement using good world practices in the field
- manage the risk of nuclear knowledge loss in the Company and ensure succession
- cultivate a process of individual performance assessment such that defines each employee's needs and potential for professional development
- develop an organisational culture based on the Company's values, and leadership for safety culture enhancement
- maintain a high level of personnel motivation

THE ACTIVITIES FOR ACHIEVING THE HUMAN RESOURCE MANAGEMENT OBJECTIVES ARE GUIDED BY THE FOLLOWING PRINCIPLES:

- effective work organisation with clear allocation of responsibilities
- effective personnel training and development using a systematic approach to training
- establish realistic expectations for work performance and evaluate objectively the level of their achievement
- establish transparent and equitable procedures for professional development of the personnel
- provide effective incentives to motivate personnel
- establish effective communication methods

Kozloduy NPP EAD managers at all levels are committed to self-development and supporting the workforce development to foster an effective organisation that incorporates diversely qualified and experienced personnel, capable of sustaining excellent performance in the long-term.

The human resource management policy is communicated to all the Company's employees and each of them is responsible to implement its principles in their endeavours towards achieving the set objectives.