

**CODE OF ETHICS
FOR ATOMSKILLS PROFESSIONAL SKILL CHAMPIONSHIP
OF THE STATE ATOMIC ENERGY CORPORATION
"ROSATOM"**

1. Basic Terms and Abbreviations

Anti-corruption policy – a local regulatory act of the Corporation with the main purpose to define the corruption combating principles.

Participant – a representative of any enterprise or educational institution.

Confidentiality of information – a mandatory requirement for any person who has obtained access to certain information not to transfer such information to any third parties without the consent of its owner.

Conflict of interests – a situation when the personal interest (direct or indirect) of any employee of the Corporation occupying a position which implies the obligation to take measures for prevention and settlement of a conflict of interests affects or may affect the proper, objective and impartial performance of his/her duties (exercise of authority).

Corporation – the State Atomic Energy Corporation "Rosatom"

Personal interest – in relation to the term "conflict of interests" it means any opportunity to receive income in the form of monetary funds, other property, including property rights, property-related services, any results of performed works or any benefits (advantages) for an employee of the Corporation occupying a position which implies the obligation to take measures for prevention and settlement of a conflict of interests, and (or) any person(s) closely related to him/her or in close legal relations with him/her (parents, spouses, children, brothers, sisters, and also brothers, sisters, parents, children of the spouses and spouses of the children), citizens or organizations with which the above-mentioned employee, and (or) any persons closely related to him/her or in close legal relations with him/her, are connected by property-related, corporate or other close relations.

Organizations of the Corporation – any federal state unitary enterprises in relation to which the Corporation exercises the powers of the property owner on behalf of the Russian Federation, joint stock companies with their shares owned by the Russian Federation in relation to which the State Corporation "Rosatom" exercises the shareholder's powers, their subsidiaries, commercial companies with their shares owned by the Corporation, their subsidiaries, institutions established by the Corporation and the above-mentioned organizations.

Media – mass media.

Council of Ethics – a permanent body of the Corporation established and acting for the main purpose to evaluate the actions of the Corporation employees for compliance with the provisions of the Code of Ethics.

AtomSkills Championship – professional skill championship of the State Atomic Energy Corporation "Rosatom" (AtomSkills).

Expert mentor – a specialist with practical and theoretical experience in his/her professional area, in any of the specified Competences of the

Championship, representing a Participant at the Championship.

Ethics – the system of moral principles, standards and values defining the behavior of any person and also enabling to assess his/ her actions, thoughts and deeds as positive or negative.

Ethical assessment – interpretation of actions/ omissions of any employees of the Corporation from the viewpoint of their compliance with the standards and rules described in the Code of Ethics.

Ethical principles – the principles and standards of business ethics and the rules of official conduct described in the Code of Ethics.

2. General Provisions

2.1. AtomSkills Code of Ethics is the document establishing the rules of conduct and ethical standards for all persons participating in AtomSkills Championship (hereinafter the "Championship"): expert mentors, experts with special authority, independent experts (hereinafter the "Experts"), participants, team leaders, members of the Working Group and the Organizing Committee (hereinafter the "Organizers"), as well as any other persons engaged in the Championship, to be followed in making decisions within the framework of participation in the competitions, during preparation for them and after completion of the competitions.

2.2. AtomSkills Code of Ethics is inseparably connected with and based on the Code of Ethics of the State Atomic Energy Corporation "Rosatom" (hereinafter the "Corporation") which conveys the Corporation's values, defines the ethical principles based on them and the rules of conduct for the employees, including the standards established in the applicable local regulations of the Corporation. The Code does not represent the comprehensive code of practice.

2.3. This Code is intended to facilitate:

- compliance with the principles, values and standards adopted in the Corporation and regulating the conduct of the participants, compatriot experts, experts with special authority, independent experts, team leaders, the members of the Working Group and the Organizing Committee, as well as any other persons engaged in the Championship;
- prevention of risks occurring due to any violations of the legislation, the Regulation on the Championship Arrangement (hereinafter the "Regulation") and ethical principles of conduct adopted in the Corporation;
- strengthening of the Corporation's business reputation and promulgation of its values.

2.4. The Code is based on the provisions of the following documents:

- Federal Law No. 317-FZ dated 01.12.2007 "On the State Atomic Energy Corporation "Rosatom".
- Charter of the project "Working and Engineering Staff for Production and

Technology Improvement";

- Code of Ethics of the State Corporation "Rosatom";
- Regulation on Arrangement of AtomSkills Industry Championship.

3. Values and Principles

United Team

We are the united team of "Rosatom" with common values, and we continue to act as a team in the course of preparation and arrangement of the Championship. Participation in the Championship helps to achieve unique results and ambitious goals. Success achieved in the course of the Championship is the success of the company.

Respect

We treat all participants and experts of the Championship with respect regardless of whether we are partners or competitors. We always listen to each other and hear each other with care, regardless of the positions and places of employment. We respect and recognize the results of the Championship. In case of any disputes we are governed by the Corporation's values, the common ethical standards and rules specified in the Regulation on Arrangement of AtomSkills Professional Skill Championship of the State Atomic Energy Corporation "Rosatom".

We respect the principle of equal opportunities for all Participants: all persons engaged in the competitions of the Championship shall demonstrate honesty and fair approach to all participants providing equal opportunities for all participants, regardless of the represented division, enterprise and educational institution, nationality, sex, religious and cultural background, philosophical or political views, marital status, language, etc.

Responsibility for the Result

Each of us is personally responsible for the result of his/her work and the quality of his/her activities within the framework of the Championship arrangement and holding. Generally, we set the highest requirements for ourselves in the course of the Championship preparation and arrangement, as well as in work. It is not the effort spent that is assessed, but the result achieved. The results of our works obtained and assessed in the course of the Championship enables us to understand our strong points, as well as to identify the areas for further development. The successful results are the basis for our new achievements.

Efficiency

We are striving to find the best solutions for any tasks, and the Championship enables us to see and check our efficiency. We follow the efficiency principles in achievement of the set goals and performance of the competitive tasks at the Championship, we use the company's resources as efficiently as possible and search for the ways to improve the working and training processes. The results

obtained at the Championship enable us to find the most efficient solutions.

Safety

Safety is the highest priority, particularly in the course of the Championship. First and foremost, we ensure ultimate safety of the people and the environment in all our activities. All participants, experts, organizers and other persons engaged in the Championship shall comply with the safety rules effective at the competition venue, as well as any special safety rules applicable to the competition in any particular profession.

There are no trivial matters when it comes to safety: we know the safety rules, we follow these rules and prevent any deviations.

One Step Ahead

We strive to be the leader in the global market. We are always a step ahead when it comes to technologies as well as expertise and skills of our employees. We foresee tomorrow's developments and prepare for them today. We keep developing and learning. Every day we endeavor to work better than yesterday.

4. Ethical Principles of Conduct in the Course of Preparation, Arrangement and Summing-up of AtomSkills Championship.

4.1. General ethical principles of conduct for all persons engaged in the Championship:

- compliance with the legislation of the Russian Federation;
- intolerance to any violations in the area of occupational safety, safety rules in the area of atomic energy use;
- inadmissibility of any disparagement of human honor and dignity;
- antagonism against corruption;
- inadmissibility of favoritism and discrimination related to race, skin color, nationality, ethnicity, gender, age, religion and religious beliefs, property, social, official, marital status, political convictions, membership in public associations, human physical capabilities and other similar characteristics;
- inadmissibility of any forms of violence and harassment;
- inadmissibility of dissemination of any knowingly false facts discrediting honor, dignity and reputation of any employees and partners.

4.2. Interaction with the employees – participants and experts of the Championship

Competence and involvement of the personnel are the basis for development of the Corporation. Participation in the Championship facilitates development of competence and involvement. Championships arranged by the Corporation help to enhance prestige of working in the industry. The managers of the Corporation shall create the environment in their teams which facilitates unlocking of any employee's potential.

4.3. Interaction with contractors and business partners

In order to arrange and hold the Championship the Corporation shall arrange interaction with contractors and business partners on the open and mutually beneficial basis and fulfill the undertaken obligations to the full extent.

At the same time the Corporation establishes strict requirements for the quality of supplied goods and provided services, reliability of the contractors and business partners, their compliance with the rules of the business community including the anti-corruption rules.

4.4. Interaction with the mass media

The Corporation carries out continuous interaction with the mass media based on the principles of openness and transparency.

Interaction with the mass media in the course of the Championship preparation and arrangement shall be carried out via the business units and/or employees with the relevant authorities.

Participants, experts, organizers and any other persons engaged in the Championship shall comply with the following rules in their interactions with the mass media:

- shall not make any statements or expressions not approved by the authorized business unit of the Corporation that may be perceived as the official position of the Corporation;
- shall not submit any information and documents on the Corporation's activities to the mass media without the permission of the authorized business unit of the Corporation;
- in case of speaking as an employee of the Corporation at any public event with involvement of any federal and regional mass media – shall coordinate their speech with the business unit of the Corporation authorized to interact with the mass media;
- shall submit any inquiries (information) from the mass media representatives to the business units and (or) the employees of the Corporation authorized to interact with the mass media without any comments and distortion;
- shall use the local regulatory acts of the Corporation on compilation and issuance of presentations in preparation of any public presentations intended for the external audience.

5. Rules of Conduct

5.1 Anti-corruption activities

The Anti-Corruption Policy adopted and effective in the Corporation shall be applicable to the persons participating in the Championship. Anti-corruption activities in the Corporation shall be implemented in accordance with the Anti-Corruption Policy. The atmosphere of intolerance to any corrupt conduct shall be maintained in the course of the Championship. Any corruption-related offenses shall be blamed as they threaten the fundamental principles of safety and efficiency.

In the course of the Championship the Corporation managers and the organizers shall act as the guarantors of compliance with the anti-corruption rules and procedures, demonstrate their personal examples of adherence to anti-corruption behavior standards and bear personal responsibility for any violations of the Anti-Corruption Policy principles in the Corporation.

All persons engaged in the Championship:

- shall not commit any corruption-related offenses capable of affecting the evaluation in the course of the Championship preparation or arrangement;
- shall not commit any corruption-related and other offenses for the benefit of or on behalf of the Corporation;
- shall eliminate any actions that may be interpreted by the public as readiness to commit or participate in commitment of any corruption-related offense for the benefit of or on behalf of the Corporation.

All persons engaged in the Championship shall not be entitled to undertake any financial or other obligations towards any third persons or organizations that may make an attempt to influence them in performance of their duties.

5.2. Security of resources and property

All persons engaged in the Championship shall handle the property and resources (consumables) provided in the course of the Championship with care and use them for the intended purpose only. In the course of planning and use of any resources all persons engaged in the Championship shall select the option where it is possible to incur minimum expenses provided that it shall not affect safety, quality and deadlines. All persons engaged in the Championship shall use any resources and property provided for the time of the Championship (including any tools and equipment, vehicles and various means of communication) only for performance of the competitive tasks and/or their job duties.

5.3. Security of information

Violation of any information confidentiality or deviation from the procedure for handling of any documents containing restricted information can affect the procedure of the Championship arrangement.

The Championship organizers implement restrictions for handling of such information in accordance with the legislation and the Championship Regulation.

All persons engaged in the Championship:

- shall comply with the provisions of any documents regulating the procedure for handling of restricted information and personal data of the employees;
- shall transfer restricted information to any third persons in accordance with the legislation and the local regulatory acts of the Corporation issued in furtherance of the legislation;
- shall not disclose any confidential information for the purpose of any personal gain, or in order to damage reputation of any person or organization.

5.4. Conflict of interest

All persons engaged in the Championship:

- shall avoid any situations resulting in conflicts of interests or having any signs of such conflicts;
- shall implement any measures prescribed by the legislation in order to prevent occurrence of any conflicts of interests and settle any conflicts of interests that have occurred.

5.5. Receiving and giving of gifts, exercise of hospitality

Receiving and giving of gifts, exercise of hospitality represents a sign of politeness and respect, facilitate development of positive business relations provided that they are symbolic, are not intended to influence decision-making and do not give any occasion to interpret them as such influence. In this case the procedure for awarding and encouragement of the Participants taking the top places and their Experts is provided subsequent to the Championship results. The awarding procedure is established in accordance with the Project Charter, the resolutions of the Project Steering Committee, the published local regulations of the Corporation.

In the course of the Championship all engaged persons:

- shall follow the special requirements for receiving and giving of gifts and exercise of hospitality in accordance with the legislation and the local regulatory acts of the Corporation issued in pursuance of the legislation.

5.6. Occupational safety, environmental protection, nuclear, radiation and industrial safety

All persons engaged in the Championship shall strictly comply with the occupational safety rules and standards effective in the Russian Federation.

The Corporation shall provide safe conditions for the participants, experts, organizers and other persons engaged in the Championship.

All injuries, incidents and emergencies as well as any preconditions thereof occurring in the course of the Championship preparation and arrangement shall be subject to investigation.

All persons engaged in the Championship:

- shall immediately terminate performance of any works capable of resulting in hazardous effect on their own lives or safety of the public;
- shall commence performance of any works only subject to availability of the professional competence relevant for these works, passing of training and absence of any medical contra-indications;
- shall use personal protective equipment when such equipment is necessary for performance of the production tasks;
- shall provide information and any other assistance during investigations of any work accidents and their preconditions;
- shall prevent presence at the workplace under the influence of alcohol, drugs or any other intoxicants, carrying, storage or distribution of drugs or any other substances prohibited by law in any premises rented for the Championship arrangement;

- shall prevent smoking in any premises rented for the Championship arrangement, except for specially designated places;

5.7. Conflicts in the course of the Championship

All persons engaged in the Championship shall resolve any disputes or conflicts in accordance with the Championship Regulation. The functional and professional approach to resolution of any disputes shall be applied in the course of the competitions.

The Corporation as the Championship organizer shall take the required measures in order to reduce the risks of any conflicts and disputes between the participants, experts, organizers and other persons engaged in the Championship.

5.8. Corporate image

All persons engaged in the Championship shall facilitate formation of the Corporation's corporate image.

All persons engaged in the Championship:

- shall comply with the generally accepted rules of comity and business communication in the course of interaction with any representatives of the stakeholders;
- shall not admit any conduct and statements capable of damaging the Corporation's image when representing the interests of the Corporation.

6. Application of the Code

This Code shall be applicable to all areas of activity related to the Championship, establish the rules of conduct and ethical standards for all persons engaged in the Championship to be followed in making decisions within the framework of participation in the competitions, during preparation for them and after completion of the competitions. This Code is based on the Code of Ethics of the Corporation, does not contradict it or any other local regulatory acts of the Corporation.

The director of the project "Working and Engineering Staff for Production and Technology Improvement" shall bear responsibility for the Code updating and supervision over its implementation.

Compliance with the provision of the Code shall not replace the necessity to comply with the requirements of the legislation of the Russian Federation. In case of any contradictions between the provisions of the Code and the requirements of the legislation the requirements of the legislation shall be followed.

Internal self-assessment of all persons engaged in the Championship and moral evaluation on the part of their managers and colleagues is the most important tool for assurance of compliance with the Code provisions. There are no hierarchical barriers in the Corporation when it comes to violations of any legal and ethical standards.

All persons engaged in the Championship shall adhere to the following procedure in their notifications with regard to any violation of the Code provisions:

- to indicate inadmissibility of any violation of the Code provisions for the offender and demand to stop these actions;
- in the absence of any positive results – to inform their line manager about the violation;
- if the line manager is involved in the violation or fails to implement any measures for suppression of the violation – to inform about the violation of the Code provisions by appealing to the Council of Ethics.

The activities of the Council of Ethics shall be governed by the Regulation approved by the order of the Director General of the Corporation.

Prosecution or punishment of any employees for notifications related to violations of the present Code provisions by other employees shall be prohibited in the Corporation.

An employee may contact the director of the project "Working and Engineering Staff for Production and Technology Improvement" for any issues in relation to application of this Code.