

# HUMAN RESOURCE MANAGEMENT POLICY OF KOZLODUY NPP EAD

The human resource management policy of Kozloduy NPP EAD is consistent with the main goal stated by the Company management - safe, efficient and environmentally clean energy generation through maintaining sufficient number of licensed, excellently trained and highly motivated personnel.

The policy on human resource management aims to achieve the following **objectives**:

- maintaining and developing a system of professional staff recruitment in compliance with the requirements for the employees at nuclear facilities;
- maintaining the training and qualification system in consistence with the national and international standards and improving it by applying good international practices in the field;
- establishing a knowledge management system that minimises the risk of loss of nuclear knowledge in the Company;
- establishing a system for performance assessment that would define the needs for development of each employee and stimulate their professional competence development;
- developing an organisational culture based on the Company's values, in an environment of continuous safety culture enhancement of the employees;
- maintaining a high level of the personnel motivation.

In order to achieve the objectives related to human resource management, the Management will adhere to the following **principles**:

- effective work organisation with allocation of responsibilities;
- effective staff training and development for better performance of their assignments;
- defining the actual expectations of the performance and objective assessment of the degree of their achievement;
- providing effective incentives to motivate the staff;
- establishing effective communication methods.

The managers at all levels at Kozloduy NPP EAD are committed to the observation of this policy and create conditions for development and motivation of the Company staff.

The Policy on Human Resource Management is communicated to all the Company employees and each and every one of them is responsible for applying its principles in their efforts towards achieving the set objectives.