

APPROVED BY
Chairman of the Board
JSC "Almalyk MMC"
A.K. Khursanov
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POLICY
against discrimination and harassment at JSC "Almalyk MMC"

JSC "Almalyk Mining and Metallurgical Complex" (hereinafter referred to as the "Company") is one of the largest industrial mining enterprises in Uzbekistan and the Central Asian region.

As a responsible employer, the Company strives not only to provide favorable working conditions but also to actively counteract discrimination and harassment. The Company recognizes the uniqueness and value of each individual and aims to create an environment where every employee feels protected and respected.

Terms and Definitions

- **Discrimination:** Violation of the rights, freedoms, and legitimate interests of an individual, establishing any advantages based on their gender, race, color, nationality, language, origin, property, family, social or occupational status, age, place of residence, religion, as well as other circumstances unrelated to the employee's professional qualities.
- **Harassment:** A particular form of misconduct or official misconduct that restricts individuals by depriving them of the ability to exercise their legal rights, conducted through the intervention or assistance of management bodies (ILO General Conference – Convention 111).

MISSION AND VALUES OF THE COMPANY

The mission of the Company is to create equal conditions, free from discrimination and harassment, where every employee has equal opportunities.

KEY PRINCIPLES OF THE POLICY AGAINST DISCRIMINATION AND HARASSMENT

- Ensuring equal employment opportunities and conducting work activities at the Company without discrimination and harassment based on race, color, religion, gender, age, disability, marital status, nationality, or other characteristics protected by law;

- Zero tolerance for discrimination, harassment, and any form of persecution, whether verbal, written, or physical;
- Guaranteeing the protection of employees' rights and ensuring the confidentiality of personal data;
- Developing and supporting an inclusive corporate culture;
- Promptly responding to any violations of employees' rights, including taking appropriate disciplinary measures;
- Ensuring transparency in relationships with employees and stakeholders regarding policies and procedures to prevent discrimination and harassment.

COMPANY OBJECTIVES

The objective of the Company is to create a working environment free from all forms of discrimination and harassment, where every employee, client, and stakeholder has equal opportunities, receives respect, support, and absolute protection of their rights.

TASKS AND COMMITMENTS

In its activities against discrimination and harassment, JSC "Almalyk MMC" sets the following tasks and commitments:

- Adhering to the rights of Company employees in accordance with the legislation of the Republic of Uzbekistan and internationally recognized standards;
- Preventing discrimination and harassment in the workplace;
- Disclosing social indicators on the number of employees broken down by gender, age, and education;
- Disclosing indicators on the proportion of employees with disabilities and the proportion of employees receiving regular performance evaluations broken down by gender and employee category;
- Conducting regular training programs and courses for all employees;
- Ensuring confidentiality and support for those who encounter discrimination or harassment;
- Taking measures to address identified cases of discrimination and harassment;
- Actively supporting and promoting a culture of respect and inclusivity in the workplace through communication and leadership examples;
- Continuously improving and reviewing regulations on employee rights protection in accordance with evolving trends and best practices.