

**APPROVED BY**  
**Chairman of the Board**  
**JSC "Almalyk MMC"**  
**A.K. Khursanov**  
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**POLICY**  
**on the protection of human rights at JSC "Almalyk MMC"**

JSC "Almalyk MMC" (hereinafter referred to as the "Company") is one of the largest industrial mining enterprises in Uzbekistan and the Central Asian region, being a significant producer and supplier of copper, zinc, and precious metals. Promoting, protecting, and respecting the social rights of the Company's employees as established by Uzbek law is one of the Company's priority areas. As a major employer, the Company aims not only to provide favorable working conditions but also to actively protect and promote workers' rights to social security, health care, medical assistance, rest, and a favorable environment (hereinafter referred to as "employee rights"). The Company recognizes that every person is unique and valuable, and pays special attention to creating a culture of equality and respect, where each employee can realize their potential.

**Terms and Definitions:**

Human Rights – These are the recognized and guaranteed rights of individuals according to universally recognized norms of international law and in accordance with the Constitution of the Republic of Uzbekistan. All citizens have equal rights and are equal before the law, regardless of gender, race, nationality, language, religion, beliefs, social origin, and social status. (Article 19, Constitution of the Republic of Uzbekistan)

**MISSION AND VALUES OF THE COMPANY**

The mission of the Company is to ensure unconditional observance of employee rights in all areas of activity, creating a fair, safe, and supportive environment for all employees, partners, and stakeholders of the Company.

## **KEY PRINCIPLES OF THE POLICY ON THE PROTECTION OF EMPLOYEE RIGHTS**

- Special attention to the respectful and dignified treatment of Company employees across all enterprises, among stakeholders, and throughout the supply chain.
- Zero tolerance for any forms of forced labor.
- Employment and labor practices in compliance with the Labor Code of the Republic of Uzbekistan.
- Respect for employees' rights to privacy.
- Commitment to upholding human rights in accordance with the National Strategy of the Republic of Uzbekistan on human rights, the Universal Declaration of Human Rights, and the 10 principles of the UN Global Compact.
- Not hindering employees of the Company in their right to appeal, right to social security in old age, in case of illness, disability, loss of a breadwinner, etc.
- Preventing discrimination and harassment based on race, gender, skin color, national or social origin, religion, age, disability, marital status, or any other status.
- Raising awareness among internal and external stakeholders about key principles of employee rights protection.
- Supporting comprehensive feedback mechanisms that allow stakeholders to report any issues or concerns.
- Preventing violations of employee rights.
- Openness to feedback from stakeholders, including reports of any issues or concerns, without fear of bias or retaliation.
- Freedom of association and collective bargaining.

## **COMPANY OBJECTIVES**

The Company's goal is to ensure compliance with high standards in the area of rights of our employees, customers, and other stakeholders.

## **TASKS AND COMMITMENTS**

In its activities to ensure the protection of employee rights, JSC "Almalyk MMC" sets the following tasks and commitments:

- Comply with employee rights in accordance with the legislation of the Republic of Uzbekistan and international standards.
- Monitor compliance with employee rights.

- Ensure employees have guaranteed employment, observe working time norms with adequate wages, freedom of association, leave for family reasons, social protection programs, and maintain work-life balance.
  - Engage in open communication with stakeholders (including staff and suppliers).
  - Exercise due diligence regarding employee rights.
  - Keep records of cases and incidents of employee rights violations.
  - Promote the implementation of programs aimed at respecting and protecting employee rights.
    - Conduct training for all employees to improve their understanding of human rights protection.
    - Continuously improve and review approaches in line with evolving trends and best practices.