

**APPROVED BY**  
**Chairman of the Board**  
**JSC "Almalyk MMC"**  
**A.K. Khursanov**  
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**POLICY**  
**on Diversity and Inclusion 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.

The Company strives for diversity and inclusion by expanding social activities, providing social support to its employees, and demonstrating zero tolerance for any forms of discrimination. The Company views the uniqueness of each employee as a source of collective success and innovation. The Company adheres to the principles outlined in the International Labour Organization (ILO) Convention on Discrimination in Employment and Occupation (No. 111).

**MISSION AND VALUES OF THE COMPANY**

The Company's mission is to create an inclusive culture among its employees characterized by openness and constructive challenge, where the team feels respected, valued, and supported by management.

**KEY PRINCIPLES OF THE DIVERSITY AND INCLUSION POLICY**

- Promotion of the value of diversity at all organizational levels;
- Equal and fair treatment of men and women;
- Elimination of age biases and ensuring equal opportunities for development and advancement for employees of all ages;
  - Support for the employment and work processes of employees from local communities;
  - Providing employees with opportunities for professional development and realization of their potential for participation in work processes and training;
  - Respect and recognition of various religions, beliefs, and cultural practices;
  - Removal of barriers and provision of reasonable accommodations for employees with disabilities;
  - Creating a work environment that allows for the free expression of religious beliefs;
  - Creating flexible working conditions and policies that support employee-parents and consider their family responsibilities.

## **COMPANY OBJECTIVES**

The Company's goal is to create equal opportunities for all employees, eliminate all forms and manifestations of discrimination, and build a process where the needs of all categories of employees are equally considered in any planned activity or project.

## **TASKS AND COMMITMENTS**

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

- Provide equal opportunities for all employees in all aspects of employment, including hiring, promotion, compensation, training, and development.
- Disclose indicators and eliminate and address gender pay gaps.
- Promote and implement diversity initiatives in line with the Strategy for Achieving Gender Equality in the Republic of Uzbekistan by 2030.
- Strive to create a diverse and inclusive workforce. The Company hires employees based on their qualifications, skills, and experience and will actively seek candidates from different cultures and social groups.
- Prevent any form of discrimination, including direct or indirect discrimination, rights violations, and harassment based on race, skin color, nationality, religion, gender, age, or any other characteristics.
- Adapt the work environment to ensure equal access and opportunities for all employees, allowing for the benefits of different perspectives, experiences, and knowledge from people of different genders, ages, and backgrounds in implementing innovative solutions necessary for our business.
- Ensure access to training and development for all employees.
- Create mechanisms for employees to openly express ideas, concerns, and suggestions regarding diversity and inclusion through regular feedback channels to assess policy effectiveness and identify areas for further improvement.
- Train the Company's management in skills for effectively managing diverse teams and understanding the responsibility for creating a work environment free from discrimination and welcoming of diversity.
- Regularly assess the effectiveness of this Policy by establishing metrics and indicators to measure progress in achieving diversity and inclusion goals.
- Continuously improve and review this Policy in line with changing trends and best practices. This will take into account feedback from employees, research on diversity and inclusion, and changes in international standards and policies to ensure the relevance and effectiveness of this Policy.