



**APPROVED**

by the resolution  
of "Samruk-Energy" JSC  
Management Board  
dated March 09 2023  
(Minutes No. 07)

### **Non-Discrimination Policy at "Samruk-Energy" JSC**

1. This Non-Discrimination Policy (hereinafter referred to as the "Policy") within "Samruk-Energy" JSC (hereinafter referred to as the "Company") has been developed in strict accordance with the provisions outlined in the Constitution of the Republic of Kazakhstan, the Labor Code of the Republic of Kazakhstan, the Company's Code of Conduct, and the objectives set forth in the Roadmap for enhancing the sustainable development management system. This roadmap aims to secure the Company's high standing in the ESG rating, as approved by the decision of the Company's Management Board on October 10, 2022 (Minutes No. 37).
2. The Policy applies to all employees within the Company.
3. The primary objective of this Policy is to prevent any form of discrimination and create an inclusive work environment wherein all employees have equal opportunities to exercise their rights and liberties in the context of their work.
4. To achieve these objectives, the Company strictly prohibits the following actions:
  - 1) Discrimination in the exercise of labor rights based on factors such as origin, social, official, and property status, gender, race, nationality, language, religion, beliefs, place of residence, age, or physical disabilities, as well as membership in public associations or any other circumstances.
  - 2) Actions subjecting employees to torture, violence, or any form of cruel or degrading treatment or punishment.
  - 3) Actions that violate an employee's rights to working conditions, rest, fair remuneration for work, health improvement opportunities, compulsory social insurance, insurance coverage against work-related accidents, compensation for health-related harm due to work-related duties, and other rights as per labor legislation and other applicable laws.
5. The Company is committed to providing equal opportunities to all employees in the performance of their job responsibilities, in accordance with the provisions of the law, internal regulations of the Company, and the collective agreement of the Company.
6. In the event of any violation or infringement of employees' rights, affected individuals have the right to file a complaint with the respective structural unit responsible for human resource management, the Compliance service, or the Ombudsman of the Company.