



Human Rights Policy of “Samruk-Energy” JSC

1. The present Human Rights Policy (hereinafter referred to as the "Policy") within “Samruk-Energy” JSC (hereinafter referred to as the "Company") has been formulated in strict accordance with the provisions outlined in the Constitution of the Republic of Kazakhstan, the Labor Code of the Republic of Kazakhstan, and the Company's Code of Conduct.

2. This Policy is applicable to all employees working under the umbrella of the Company.

3. The primary objective of this Policy is to guarantee the observance of human rights across all facets of the Company's operations and regions of influence. It seeks to foster a working environment that offers equal opportunities for all employees to exercise their rights and liberties within the realm of work. Additionally, the Policy aims to prevent any form of discrimination and strives to ensure diversity and inclusiveness among the workforce.

4. The Company acknowledges the utmost significance of adhering to and respecting human rights. It upholds the promotion of fundamental rights for employees and operates within the frameworks of programs and policies guided by various international standards and documents, including:

- Universal Declaration of Human Rights;
- Fundamental conventions of the International Labor Organization;
- UN Guiding Principles on Business and Human Rights;
- The UN Global Compact principles;
- UN Voluntary Principles on Security and Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- UN Declaration on the Rights of Indigenous Peoples.

5. In fulfilling its commitment, the Company ensures that its employees work in an environment where their rights are upheld and respected. To this end, the Company offers competitive compensation to its employees, taking into account industry standards and local labor markets, and adheres to the terms specified in applicable collective agreements. Moreover, the Company diligently strives to achieve full compliance with the relevant laws concerning wages, working hours, overtime, and benefits.

The Company acknowledges and upholds the right of workers to exercise their freedom of association, enabling them to make a voluntary choice to join or refrain from joining trade unions or other organizations. Additionally, the Company supports collective bargaining as a means for employees to advance their mutual interests, and it ensures that workers are free from any fear of retaliation, intimidation, or harassment in exercising these rights.

Furthermore, the Company is fully dedicated to establishing and maintaining secure, healthy, and productive work environments. It actively identifies and addresses potential risks related to accidents, injuries, and health outcomes to safeguard the well-being of its workforce. Compliance with all relevant labor protection and safety laws is a top priority, and the Company is committed to implementing the best international practices in this regard.

Moreover, the Company strictly prohibits the use of any form of forced labor, including child labor, prison labor, military labor, slave labor, and human trafficking.

6. The Company actively engages with diverse communities in the regions where it operates, particularly concerning matters of significant importance to them, such as land use rights, access to water, and the promotion of a healthy lifestyle. Through open dialogue, the Company seeks to understand, learn, and consider the perspectives of stakeholders, considering the impact of its business activities on these communities. Respecting the social, economic, environmental, and cultural interests of the local population, the Company acknowledges their rights and endeavors to prevent any forced resettlement.

In compliance with the law, the Company commits to fostering effective interaction with communities throughout project implementation. This commitment includes active participation in public hearings with local communities, engaging in consultations during the early stages of project implementation, and efficiently handling and addressing complaints and claims through proper collection, registration, and processing procedures.

The Company remains dedicated to promoting the overall socio-economic development of the regions in which it operates. It strives to maintain decent working conditions and uphold the well-being of the local population, demonstrating its commitment to responsible corporate citizenship.

7. Upholding a strong commitment to safeguarding human rights, the Company takes measures to prevent any violations within the activities of its suppliers. The Company places a particular focus on ensuring the health and safety of workers, adhering to minimum wage and maximum working hour standards, respecting freedom of association and the right to collective bargaining, combating child and forced labor, and providing acceptable living conditions for workers. Additionally, the Company firmly opposes any form of discrimination and commits to implementing fair disciplinary measures.

The Company actively seeks out suppliers who share its values and uphold human rights, the law, and the key principles set forth by the International Labor Organization.

8. In accordance with the law, the Company commits to developing programs aimed at addressing issues related to the impact on human rights within the industry. These programs require approval at the senior management level. The Company will diligently monitor and report on the impact of its operations on human rights. Additionally, the Company will establish mechanisms to handle complaints and claims, preparing relevant reports and providing appropriate remedies to eliminate or mitigate any adverse effects.

9. The Company firmly upholds diversity and inclusiveness as fundamental practices to prevent discrimination. Equal opportunities are provided to all employees, irrespective of gender, race, age, or other characteristics, and the Company does not tolerate any form of discrimination in areas such as employment, labor duties, promotion, responsibility allocation, performance evaluation, and remuneration. Decisions related to hiring and leadership positions are based on candidates' education, experience, knowledge, and skills. The Company actively supports candidates from the regions of its presence and individuals with disabilities, aiming to attract a diverse range of talents to enhance its overall efficiency.

The Company is committed to fully involving women in all aspects of its activities and management. It sets annual goals to improve the representation of women in its workforce, particularly in leadership positions.

10. Any employee of the Company whose rights have been violated or infringed upon has the right to appeal against such actions. They can file a complaint with the appropriate structural unit responsible for human resource management, the Compliance service, or the Company's Ombudsman. To facilitate the registration, collection, and processing of complaints and feedback from third parties, the Company operates a hotline accessible through its corporate website and other relevant platforms.

11. The Company openly declares its unequivocal rejection of human rights violations, and it makes this Policy readily accessible to the public on its corporate website. The Company takes active measures to ensure that all employees are familiar with this Policy and share the firm commitment to respect for human rights.