

Approved by
decision of the Board of Directors of
JSC NMC Tau-Ken Samruk
of February 22, 2024
(Minutes No. 02/24)

Human Rights Policy of JSC NMC Tau-Ken Samruk

The activities of JSC NMC Tau-Ken Samruk (hereinafter - the Company) are held in accordance with international standards, the legislation of the Republic of Kazakhstan, internal regulatory documents of the Company, which are adapted in subsidiaries (hereinafter - Subsidiaries) of the Company.

The Company recognizes significance of respect and observance of fundamental human rights proclaimed by the United Nations, the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, labor rights, the right to gender equality, the right to a favorable environment, rights of special groups of the population and others. All people should enjoy these rights without discrimination of any kind.

This Policy forms common approaches and requirements in the field of human rights.

By adopting this Policy, the Company undertakes to comply with its provisions. In carrying out its activities, the Company follows the principle of respect for the human rights and dignity of employees, the community in which we live, and those affected by the activities of the Company.

The Company is steadily striving to improve measures on preventing and mitigating the negative impact of its activities on human rights and, to this end, is constantly assess and control the potential and actual consequences of its impact and develops optimal strategies and decisions.

The Company ensures respect for human rights set forth in the Constitution of the Republic of Kazakhstan and in the current labor legislation of the Republic of Kazakhstan.

The Company assumes the following voluntary obligations to respect human rights:

1. The Company respects the honor and dignity of individuals and maintains a working environment free from any manifestations of physical, verbal, sexual or psychological pressure or harassment, aggression, abuse or threats in the workplace on the part of colleagues or management.
2. The Company does not tolerate and strives to eliminate any form of discrimination against any person on the basis of race, gender, language, skin color, age, ethnicity, religion, disability (illness), nationality, origin, marital status, social status, sexual orientation or other characteristics unrelated to individual work results, as well as harassment and abuse.
3. The Company recognizes equal opportunities for women and men, equal pay for equal work.

4. The Company does not permit child, extracted and forced labor.
5. The Company does not tolerate violence in the workplace in any form.
6. The Company provides a safe and healthy workplace environment for all its employees.

7. The Company respects the rights, cultural characteristics and customs of local residents in the regions where it operates.

The Company adheres to the above principles in its relations with:

- employees;
- suppliers and contractors;
- local population in the regions where the Company operates;
- other stakeholders.

Business partners of the Company confirm and guarantee respect for personal freedom, rights and dignity of all employees, fair and equal treatment, and non-discrimination, violence or harassment in the workplace.

The Company takes measures to prevent human rights violations.

If the Company determines what caused or contributed to negative impacts on human rights, the Company is ready to apply legal procedures to combat such impacts, cooperate with stakeholders and find a way out of the situation through dialogue when employees or other persons believe that their rights have been violated.

The Company ensures the operation of complaint consideration processes designed to be legitimate, accessible, fair, and transparent. The Company ensures the functioning of formalized and accessible channels for external and internal stakeholders to submit and consider appeals, ensuring anonymity and confidentiality, unbiased consideration, non-discrimination or other negative consequences for the applicant and receiving feedback on the results.

Each received appeal is subject to thorough verification. At the same time, the legislation of the Republic of Kazakhstan regulates the procedure for considering appeals.

The Company openly declares its rejection of human rights violations and makes this Policy freely available on the official website of the Company.

All employees of the Company must familiarize themselves with and adhere to the requirements of the legislation and this Policy.

This Policy is subject to periodic review to ensure compliance with international standards in the field of human rights protection and relevant provisions of the legislation of the Republic of Kazakhstan.