



MTO
Gas Chemical
Complex

— THE FLAGSHIP
OF THE THIRD RENAISSANCE

Human rights policy

«Gas Chemical Complex MTO Central Asia» LLC

HUMAN RIGHTS POLICY

"The Gas Chemical Complex MTO Central Asia" LLC acknowledges by this Policy its commitment to the United Nations (UN) Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Global Compact and the UN Guiding Principles on Business and Human Rights, declaring the fundamental and irrevocable nature of universally recognized human rights and freedoms. Respect for human rights is fundamental to the sustainable development of the Company and local communities.

Equal opportunities, non-discrimination

- The Company creates a working environment built on a dignified attitude to each person and prevention of any manifestations of discrimination, harassment and interference in private life. The Company exercises control to ensure that employees are not subjected to torture or cruel, inhuman or degrading treatment or punishment.
- The Company does not tolerate and eliminates any form of discrimination against its employees and partners on the basis of race, gender, color, language, religion, nationality, social origin, age, physical condition, political or other beliefs.
- The Company only makes personnel decisions based on objective criteria: professional and practical competencies of employees and candidates.

Occupational health and safety

- The Company complies with the requirements established in the Republic of Uzbekistan and international standards in the field of labor protection, health and safety.
- The Company creates and maintains safe working conditions, minimizing the risk of accidents and harm to the health of employees and local residents.

Ethical behaviour

- The Company creates and maintains a respectful business environment that protects employees from any form of harassment, aggression, abuse or threatening behaviour in the workplace by co-workers or management.
- The Company supports the open and honest exchange of information for professional development and workplace purposes, while respecting confidentiality requirements.

Working hours, vacation and wages

- The Company complies with all the requirements of the labor legislation of the Republic of Uzbekistan regarding working hours, overtime, wages, benefits and compensations.

Training
and professional
development

- The Company ensures the right of all employees to paid annual leave and compensation for temporary disability, as well as paid parental leave, leave in connection with the birth or adoption of a child, and leave for employees who combine work with professional education.
- The Company supports employees' endeavour to improve their qualifications, skills and abilities by covering training costs in accordance with the company-wide training plan.
- The Company provides for training and briefing of employees in accordance with the requirements of legislation on mandatory training of employees in occupational health, safety and environmental protection.

Elimination of Child
Labor and Forced Labor

- The Company excludes the use of child labor. The minimum age of employees in the Company complies with the requirements of the Labor Code of the Republic of Uzbekistan, as well as international norms on the age of employees.
- The Company does not accept the use of forced labor in any form, including but not limited to bonded, indentured and slave labor.

Entitlement to join
organizations
and associations
in the Company

- The Company does not prevent employees from defending their legal rights directly or through their representatives.
- The Company does not prevent employees from exercising the right to organize peaceful assemblies and join associations, if this does not contradict the legislation of the Republic of Uzbekistan and does not carry reputational risks for the Company.
- The Company does not force employees to join any organizations or associations.
- The Company provides employees with access to the Internet both for the performance of their official duties and for communication with close relatives outside working hours.

«Gas Chemical Complex MTO Central Asia» LLC
CEO



Shakirov M. M.