

KAZ MINERALS DIVERSITY AND EQUALITY POLICY

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KAZ Minerals endeavours to create a positive, supportive and inclusive culture amongst the whole workforce. We promote our corporate values of teamwork, integrity, long-term efficiency, professional development and safety and we strongly believe in the importance of diversity and equality.

Diversity and equality in our workforce enable the business to draw from a wide range of thought, experience and expertise. The KAZ Minerals workforce represents all sectors of society and reflects the communities local to its operations.

This Policy applies to conduct at all our premises as well as at related meetings, events and social occasions at other locations. All employees have a responsibility to accept their personal involvement in the practical application this Policy and that they are obliged to comply with its requirements and to conduct themselves in a non-discriminatory manner in the workplace.

The Supervisory Board takes overall responsibility for ensuring equal treatment for all our people and this Policy has been approved by the Supervisory Board.

POLICY STATEMENT

KAZ Minerals promotes fair treatment of all people, eliminating barriers that prevent employees from achieving success. Diversity enables differences between individuals to be understood, respected, valued and utilised as part of our work culture.

We do not discriminate between our employees on the basis of age, gender, race, nationality or ethnic origin, family situation, religion, language, political beliefs, sexual orientation, pregnancy, maternity or paternity or disability ("protected characteristics") except as may be required to comply with the laws and regulations including health and safety and operational requirements in the countries in which we operate. We endeavour to ensure a fair and consistent approach in the recruitment and employment of our people regardless of their differences and we do not tolerate any form of unlawful or unfair discrimination, victimisation or harassment based on protected characteristics, whether direct or indirect.

The selection of candidates for employment, promotion, training, or any other benefit is based on merit, in particular their ability, experience and qualifications and not on the absence or presence of protected characteristics except as may be required to comply with the laws of the countries in which we operate.

KAZ Minerals is committed:

- To equality and diversity in the workplace.
- To encouraging employees to treat others with dignity and respect.

- To ensuring that employees have equal access to training and other career development opportunities appropriate to their experience and abilities.
- To creating an environment in which individual differences and the contributions of all team members are recognised and valued.
- To encouraging anyone who feels that they have been subject to discrimination to raise their concerns with their line manager or their local HR Department or if necessary, the Group HR Director.
- To a zero-tolerance approach in respect of breaching this Policy especially by way of harassment, which is a disciplinary offence.
- To regularly review our employment practices and procedures so that fairness is always maintained.

This Policy is particularly relevant to Directors, line managers and other employees and contractors concerned with the recruitment, training and promotion of staff and with any employment matters which relate to others. It is continually monitored and reviewed to ensure that KAZ Minerals is a fair and attractive place to work and that we are compliant in our operations with applicable legislation which relates to equality.

**Approved by the Supervisory Board of KAZ Minerals International DMCC
on 25 June 2024**