

## **KAZ MINERALS HUMAN RIGHTS POLICY**

### **AIM**

KAZ Minerals acknowledges that human rights are basic rights that form the foundation for freedom, justice and peace, which apply equally and universally in all countries. The objectives of this Policy are to ensure respect for human rights for all, in every aspect of our operations, in the communities in which we operate.

### **POLICY STATEMENT**

KAZ Minerals supports human rights that are defined, recognised and identified in international conventions. We are guided by the international human rights principles encompassed in the Universal Declaration of Human Rights and adopt the UN Guiding Principles on Business and Human Rights. As set out in our Code of Fair Employment we commit to our employees working in an environment and under conditions that respect their rights. The use of modern slavery or servitude, forced labour, prison labour or child labour will not be permitted in any part of our operations. We respect basic labour rights, payment of appropriate wages and management of working hours. For further information please see our Modern Slavery Act Statement.

We regard our employees' right to freedom of association in the choice to join or not join a trade union or other organisations and to bargain collectively in support of their mutual interests without fear of reprisal, intimidation or harassment. We are committed to establishing a constructive dialogue with their freely chosen representatives and are committed to bargaining in good faith with such representatives.

We endeavour to avoid negatively impacting the human rights of others through our own actions and to address them if they do arise through suitable remediation. We will seek to prevent and mitigate adverse impacts linked to our operations, our products or services provided by business partners. We recognise that we have an opportunity to ensure that human rights are understood and observed in the areas in which we work.

Through due diligence we aim to prevent and mitigate any infringement of human rights both internally and amongst our business partners and we require third parties to adhere to our Suppliers' Charter and Code of Fair Employment.

We engage with stakeholders in our local communities to ensure we take account of their views and that we are aware of the impacts of our business on them. We are committed to creating economic opportunity and fostering goodwill in the areas surrounding our operations. We acknowledge and respect the social, economic, environmental and cultural interests of indigenous peoples and their specific rights within these interests as articulated and defined by national and international laws and we are committed to avoiding involuntary resettlement.

We value diversity and the right of our stakeholders to freedom of thought, belief and religion, as well as expression subject to conditions prescribed by law and we prohibit unlawful discrimination.

The Group is committed to the safety and welfare of its employees. We endeavour to comply with all applicable health and safety laws and to implement best international practices. We aim for zero fatalities, and we have implemented processes to minimise the risk of accidents and exposure to health hazards.

This Policy shall be continuously monitored and reviewed.

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