

## **DIVERSITY AND INCLUSIVITY POLICY OF JSC "NAVOI MINING AND METALLURGICAL COMPANY"**

### **1. GENERAL PROVISIONS**

Joint Stock Company "Navoi Mining and Metallurgical Company" (hereinafter referred to as NMMC, the Company), being one of the largest industrial companies in Uzbekistan and the region, recognizes its responsibility for creating a fair, respectful and inclusive work environment.

The Diversity and Inclusion Policy (hereinafter referred to as the Policy) is part of the corporate culture, sustainable development strategy and human resources management system.

This policy has been developed in accordance with:

the Constitution of the Republic of Uzbekistan;

the Labour Code of the Republic of Uzbekistan;

the United Nations Sustainable Development Goals (SDG No. 5, No. 8, No. 10);

the OECD Guidelines and ISO 30415:2021 "Human Resource Management — Diversity and Inclusion" standards;

Internal corporate documents of NMMC.

### **2. PURPOSE AND OBJECTIVES OF THE POLICY**

NMMC's **goal in the area of diversity and inclusion** is to create and maintain a culture of respect, fairness, and equal opportunity, in which every employee, regardless of their individual characteristics, can contribute to the Company's success.

**Key objectives** in the area of diversity and inclusion are:

Building and strengthening a culture of diversity and mutual respect;

Elimination of any manifestations of discrimination, bias or inequality;

Ensuring equal access to employment, training and career advancement;

Raising awareness among managers and staff about the importance of inclusive behavior;

Development of mechanisms for monitoring and evaluating the effectiveness of the implementation of diversity principles;

Supporting the participation of women, youth and people with disabilities in production and management activities

### **3. TERMS AND DEFINITIONS**

**Diversity** is the totality of differences among people, including gender, age, nationality, ethnicity, language, religion, education, professional experience, health status, marital status, views and other individual characteristics.

**Inclusion** is creating conditions in which every person feels accepted, respected, and can realize their potential.

**Discrimination** is any action or inaction that limits a person's rights on grounds not related to business qualities.

**Gender equality** is ensuring equal rights, responsibilities and opportunities for men and women.

### **4. KEY PRINCIPLES**

**Equality of opportunity** - all decisions are made solely on the basis of professional merit and merit.

**Zero tolerance for discrimination** - The Company does not tolerate discrimination, bullying, or sexual harassment.

**Transparency and fairness** – the processes of hiring, evaluating and promoting employees are based on transparent criteria.

**Responsible leadership** – Leaders at all levels are required to demonstrate personal example of inclusive behavior.

**Accessibility of the environment** - The Company ensures the creation of conditions favorable for the work of employees with disabilities.

**Confidentiality** – Employee personal information and complaints are protected and treated strictly confidentially.

## **5. SCOPE OF APPLICATION**

The policy applies to all employees of NMMC, as well as:  
interns and trainees officially undergoing internship and practical training,  
contractors and consultants engaged on the basis of existing contracts;  
job candidates who have submitted documents for consideration for admission.

## **6. DIRECTIONS OF IMPLEMENTATION**

### **6.1. Recruitment and hiring of personnel:**

Use of objective selection criteria (competence, experience).

Development and implementation of **gender-neutral job descriptions**.

Ensuring equal access to vacancies for residents of all regions of Uzbekistan.

### **6.2. Training, development and promotion:**

Incorporating inclusive principles into staff training and assessment programs.

Regular training on the following issues:

- prevention of discrimination and bias;
- inclusive leadership;
- effective intercultural interaction.

Creating mentoring programs for young professionals and individuals with disabilities.

Support for internal mobility and career growth without restrictions in accordance with applicable law.

### **6.3. Work environment and culture:**

Providing a safe, accessible and comfortable working environment in accordance with applicable laws and internal regulations.

Adaptation of infrastructure and workplaces for employees with disabilities.

Conducting corporate events that promote cultural and intergenerational interaction.

Prohibition of any forms of psychological pressure.

### **6.4 Reward and recognition:**

Introduction of non-material incentive programs for contributions to the development of a culture of inclusiveness.

### **6.5. Interaction with external partners:**

Requirement to comply with the principles of non-discrimination in relations with contractors, suppliers and partners.

Incorporating social responsibility and inclusiveness criteria into procurement procedures.

## **7. RESPONSIBILITY**

Management of NMMC bears overall responsibility for the implementation, enforcement and compliance with the provisions of this Policy.

Within the Company, managers and employees of departments responsible for human resources management ensure compliance with commitments in the areas of inclusion, equal opportunity and sociocultural diversity.

Heads and staff of departments responsible for HR issues, as well as the Gender Equality and Inclusion Service, are responsible for monitoring compliance with this policy, assessing its effectiveness and reporting to the Company's management and stakeholders in accordance with established procedures.

Information on the implementation of measures to ensure inclusiveness and socio-cultural diversity is included in the corporate reports of NMMC on a regular basis.

## **8. CONTROL AND FEEDBACK MECHANISMS**

**Hotline and email helpline** for reporting violations.

**Engagement surveys** and inclusive culture assessments.

**Internal** audits of compliance with the Policy.

**Annual public reporting** of results (including as part of the sustainability report).

## **9. MONITORING AND PERFORMANCE EVALUATION**

Performance indicators for the implementation of the Policy may include:

the proportion of women in management and engineering positions;

number of complaints regarding discrimination and response measures;

the proportion of employees who have received training on inclusion;

the level of employee satisfaction with conditions of equality and respect.

The reports are submitted to Management and the data from them are reflected in the corporate sustainability report.

## **10. FINAL PROVISIONS**

This Policy is subject to regular review (at least once every three years), as well as in the event of:

changes in applicable legislation;

in case of significant changes in the Company's operating activities;

in order to comply with best practices.

This Policy enters into force upon its approval by order of the Chairman of the Management Board - General Director of NMMC.

In the event that any provisions of this Policy, for any reason, conflict with the mandatory requirements for the Company established by the legislation of the Republic of Uzbekistan (imperative norms), such provisions shall lose their legal force and until the appropriate changes are made to this Policy. In these cases, the Company is guided by the norms of the current legislation of the Republic of Uzbekistan.

The Sustainable Development and Environment (ESG) Department of the Transformation office of NMMC is responsible for updating this Policy.