

HUMAN RIGHTS POLICY

This Human Rights Policy (hereinafter referred to as the "Policy") defines the key principles and commitments of EXPERT SERVICE LLP (hereinafter referred to as the "Company") regarding the respect, observance, and protection of human rights in the course of its activities in the field of industrial safety.

This Policy has been developed in accordance with the legislation of the Republic of Kazakhstan, internationally recognized human rights principles and standards, including the provisions of the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the fundamental conventions of the International Labour Organization (ILO).

This Policy applies to all Company employees, members of governing bodies, and is also applicable to the Company's relationships with customers, suppliers, contractors, business partners, and other interested parties.

Company Principles on Human Rights

The Company recognizes that respect for human rights is an integral part of sustainable and responsible business conduct and is guided by the following principles:

- respect for human rights and freedoms without any form of discrimination;
- respect for human dignity, personal integrity, and individual rights;
- ensuring equal opportunities and fair treatment for all employees and interested parties;
- prohibition of all forms of discrimination, harassment, violence, intimidation, and degrading treatment;
- prohibition of child labour, forced labour, and compulsory labour;
- ensuring safe and healthy working conditions;
- respect for employees' labour rights, including the right to fair remuneration, rest, and professional development;
- protection of personal data and other confidential information;
- adherence to principles of business ethics, integrity, and transparency.

Company Commitments

Employees

The Company shall ensure:

- equal opportunities in recruitment, remuneration, training, promotion, and professional development;
- prevention of discrimination based on gender, age, nationality, race, ethnicity, language, religion, health condition, disability, marital status, political views, or any other characteristics unrelated to professional qualifications and job performance;
- timely and fair remuneration in accordance with the legislation of the Republic of Kazakhstan;
- safe working conditions and measures aimed at preventing occupational injuries and diseases;
- respectful treatment in the workplace and protection of employees from any form of violence, pressure, retaliation, harassment, or abuse;
- opportunities for training, professional development, and improvement of employee competence.

Customers

The Company builds relationships with customers based on the principles of:

- legality, integrity, and professional responsibility;
- respect for customers' rights and legitimate interests;
- prevention of discrimination in the provision of services;
- protection of customer information and confidentiality;
- timely and objective consideration of requests, complaints, and feedback.

Suppliers and Business Partners

The Company expects suppliers, contractors, and other business partners to comply with applicable legislation and respect human rights, including:

- prohibition of forced labour and child labour;

- provision of safe working conditions;
- compliance with non-discrimination requirements;
- adherence to business ethics principles and anti-corruption requirements.

Where appropriate, the Company may consider human rights risks when selecting and evaluating business partners.

Human Rights Risk Management and Compliance

The Company is committed to identifying, assessing, and minimizing risks associated with potential human rights violations arising from its activities.

Within the framework of its risk management and internal control systems, the Company:

- considers human rights issues when making management decisions;
- reviews incoming requests, complaints, and reports concerning potential violations;
- implements measures to prevent and remedy identified violations;
- monitors the effectiveness of implemented measures.

Particular attention is given to occupational health and safety, industrial safety, workplace safety, and the protection of employees' rights when performing work at hazardous facilities and in high-risk working conditions.

Reporting and Protection of Persons Raising Concerns

The Company provides accessible channels for reporting concerns related to potential human rights violations.

All reports shall be reviewed objectively, confidentially, and within the timeframes established by applicable legislation and the Company's internal procedures.

The Company prohibits retaliation, discrimination, or any other adverse consequences against persons who, in good faith, report actual or suspected human rights violations.

Where violations are confirmed, the Company shall take appropriate corrective actions to eliminate the violations and prevent recurrence.

Training and Awareness

The Company promotes employee awareness of human rights, labour rights, business ethics, occupational health and safety, and industrial safety.

The format and frequency of training shall be determined taking into account the Company's activities and the specific responsibilities of employees.

Final Provisions

This Policy is an internal and publicly available document and shall be published on the Company's official website.

The Company regularly reviews and improves this Policy taking into account changes in the legislation of the Republic of Kazakhstan, developments in international standards, and best practices in the field of human rights protection.

Responsibility for implementing this Policy rests with the Company's governing bodies, heads of structural divisions, and all employees within the scope of their respective responsibilities.

Director, EXPERT SERVICE LLP



A.S. Kenzhegaliyev