



“NAVOIYURANIUM” STATE OWNED
ENTERPRISE

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POLICY

on ensuring gender equality and non-discrimination

Ensuring gender equality, eliminating gender discrimination, as well as all forms of oppression and violence is a priority of our policy. After all, the true development of society and the state can only be achieved if the rights and freedoms of every citizen, regardless of gender and other characteristics, are respected and observed.

This Policy states that the State Enterprise "Navoiyuran" (hereinafter referred to as "Navoiyuran" DK, the Enterprise) supports gender equality and the principles described below:

- In the UN Universal Declaration of Human Rights,
- In the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- The constitution of the Republic of Uzbekistan,
- In the Law of the Republic of Uzbekistan No.-562 dated September 2, 2019 "On guarantees of equal rights and opportunities for women and men".

Gender equality is not only one of the basic human rights, but also an important basis for achieving peace, prosperity and sustainable development.

This Policy also recognizes and complements the gender equality objectives set out in target 5 of the UN Sustainable Development Goals.

Policy of "Navoiyuranium" SE on ensuring gender equality and non-discrimination Employees of the enterprise are not subject to any discrimination, including: racial, ethnic, gender, language, religious discrimination, political and other views, national or social origin , reflects the desire to avoid discrimination based on property, origin or other status.

The policy of "Navoiyuranium" SE on ensuring gender equality and non-discrimination is aimed at women working at "Navoiyuranium" SE, as well as consumers, suppliers and other interested parties in the enterprise's activities. will consist of striving to achieve gender equality and improve the situation of the represented women. The goals and tasks stated in the gender policy must be fulfilled by all departments of the enterprise.

For "Navoiyuranium" SE, Gender equality means equal rights, obligations and opportunities for women and men, as well as equal rights and opportunities to contribute to the development of the Enterprise and society. This term captures the compact concept of gender justice, which primarily involves an honest and fair approach to interests and needs. Gender equality also implies striving for the changes necessary to realize equal rights and opportunities in human rights. This requires taking into account the interests, needs and priorities of women and men.

Gender equality is not only a women's problem, but men should also worry and think about it. The equality of all women and men is seen as a human rights issue and should concern everyone. If a policy, system or approach is gender sensitive, it must be based on an understanding of the impact of gender norms, roles and relationships, and within them, reduce such impact that hinders gender equality. indicates that active measures will be taken. Such a policy, system or approach assesses the specific needs and interests of women and men and seeks to achieve equal outcomes for all.

This includes equal access to knowledge and funding sources, women and men have equal voice and equal authority to make decisions in enterprise activities and in the development of the regulatory framework and related measures, plans and programs.

A gender equality and non-discrimination policy creates a safe and secure working environment for women and men.

In recent years, the practice of conducting gender policy trade union competitions among women, forums, professional skills competitions and scientific-practical conferences has become widespread.

THE PURPOSE OF THIS POLICY

This Policy is committed to consistent, focused and strategic integration of gender equality into all of our Company programs, training and empowering women as professionals and employees, and announces that will be creating a work environment where all employees feel respected, valued and engaged.

One of the goals is to identify leadership qualities, create opportunities for personal development and professional growth, and involve members of women's organizations in the organization's activities.

The general objective of the policy is to ensure gender equality, to prevent discrimination in all aspects of the company's activities and to ensure that the Company's activities are attractive to all, that women can be part of our production environment, safe, equal to work and lead in a legal and peaceful environment, regardless of their age or background, special attention is given to them.

MAIN TASKS OF THIS POLICY IN THE FIELD OF GENDER EQUALITY

The tasks of the Gender Equality Policy, which will come into force after approval by the Management of "Navoiyuranium" SE and will be revised every 5 years, are as follows:

- Equality of vote and authority in decision-making;
- Equality in the use and control of resources;
- Equality in access to services and decent work;
- Reducing the workload for women;
- Creating a favorable inclusive organizational culture without prejudice and discrimination based on gender and other characteristics;
- Ensuring gender equality and expanding opportunities for women to work as specialists and managers;
- Ensuring equal representation and gender sensitivity in decision-making;
- Ensure combating against negative gender stereotypes;
- Disclosure of gender pay gaps and their prevention and elimination;
- Fostering a culture of inclusion and diversity.

OBLIGATIONS

"Navoiyuranium" SE undertook the following obligations aimed at supporting the implementation of the tasks set for the development and active implementation of gender equality:

1. Introduction of gender equality in the activity and structure of the enterprise.
2. Women and men have equal voice and equal authority to make decisions.
3. Women and men have equal rights to access and control productive resources to contribute to sustainable development and enjoy the resulting benefits.
4. The company relies on the necessary skills and experience of its employees, therefore it is strongly recommended to hire women professionals with relevant qualifications for the vacant positions.

Also, "Navoiyuranium" SE undertakes to encourage the use of gender-neutral terms in its management documents.

5. Promotion and development of an organizational structure that takes into account gender aspects and factors.
6. Encouraging women's desire to contribute to sustainable development through any means possible.
7. Ensure equal opportunities and access to resources for men and women to reach their full potential.

CORPORATE RESPONSIBILITY

In order to ensure a strategic approach to the implementation of gender equality, "Navoiyuran" SE officially strengthens the principle of gender equality and guarantees that there is no place for gender prejudices at all levels of the Company.

SE "Navoiyuran" takes responsibility for the proper implementation and promotion of this Policy.

LEGAL ASPECTS

This Gender Equality and Non-Discrimination Policy will remain in effect until amended, replaced or revoked.

"Navoiyuranium" SE will continue to update this policy to reflect any changes in equality legislation. This policy of "Navoiyuranium" SE will be placed at internet site of Company.

DISCRIMINATION

"Navoiyuranium" SE recognizes the inadmissibility of any form of direct or indirect discrimination based on gender. Any violation of this Policy involving discrimination, harassment or harassment while performing duties on behalf of the Company or acting as a representative of the Company will result in disciplinary proceedings..

DISCIPLINARY ASPECTS

Any violation of this Policy will result in disciplinary action in accordance with internal rules and applicable regulations.

For the full operation of this Policy, any person who participates in events, represents on behalf of Navoiyuranium SE, or fulfills his obligations on behalf of Navoiyuranium SE and

believes that he has suffered from inappropriate treatment within the framework of this Policy, "Navoiyuranium" SE can send a confidential complaint through the corporate reporting form on the website www.navoiyuran.uz, and this issue will be considered in accordance with the disciplinary procedures, first of all, by the Advisory Council on ensuring equal rights and opportunities for women and men.

The Women's and Men's Equal Rights and Opportunities Advisory Council shall have full authority to investigate, review and adjudicate violations of this Policy. The decisions of the commission can be appealed through the Chairman of the Commission for Reviewing Appeals of Individuals of "Navoiyuranium" SE.

GUARANTEES IN EMPLOYMENT RELATIONS OF EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN

In order to implement equal rights and opportunities for women and men in labor relations, the employer shall ensure the followings:

- equal opportunities for women and men in employment and recruitment;
- equal payment (reward) for equal work of women and men and equal approach in assessing the quality of work of women and men;
- equal opportunities in promotion, retraining and professional development;
- labor with employees due to changes in technology, production and labor organization, reduction of work volumes that led to a change in the number of workers (staff) or a change in the nature of work, or due to the termination of an enterprise, institution and organization with preferential rights established by law equal rights of women and men when the contract is terminated;
- introduction and development of social protection and family support practices for women and men with children, creation of favorable working conditions for pregnant and lactating women;
- safe working conditions that ensure the maintenance of vital activity and health, including reproductive function, of women and men;
- prevention of inappropriate behavior in labor relations that leads to the degradation of the dignity of individuals or the creation of discriminatory working conditions;
- equal conditions for women and men to participate and integrate in society by creating and expanding a network of institutions that provide opportunities for work and childcare through expansion of the quantity of child care and kindergartens institutions.

DEFINITIONS

Gender - the social aspect of the relationship between men and women in all spheres of society's life and activity, including politics, economy, law, ideology and culture, education and science;

Gender violence - violence directed against a person based on gender identity (including gender likeness/expression) or violence that disproportionately affects a person of a particular gender.

Gender equality is the result of non-existence of gender-based discrimination in terms of opportunities, distribution of resources and wealth and access to services.

Gender justice means ensuring honesty and justice in the distribution of wealth and responsibilities between women and men. This concept recognizes that women and men have

different needs and abilities, and that these differences should be identified and addressed in a way that addresses gender inequalities.

Diverse discrimination means any combination of different types of discrimination based on gender, race or ethnic origin, religion or belief, disability, or age..

Direct discrimination Treating a person unfavorably based on their gender or other characteristics.

Indirect discrimination using certain criteria without a logical basis or performing certain actions that apply equally to everyone, but in practice cause a disadvantage to a certain person based on his gender or other characteristics.

APPROVED

“Navoiyuranium” SE General Director

_____ Dj.S. Fayzullayev

“24” April 2024

AGREED

Chairman of the Advisory Council on Ensuring Equal Rights and Opportunities of Men and Women at the enterprise

_____ A.I. Oltinov

“24” April 2024

AGREED

“Navoiyuran” SE Chairman of trade unions

_____ D.N. Temirov

“24” April 2024