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"Approved by decree of the  
State Enterprise  
"Navoiyuran" CEO No. \_\_\_\_

dated

"\_\_\_\_" \_\_\_\_\_ 2025

## **Human Rights Policy State Enterprise "Navoiyuran"**

## Purpose

The Navoiyuran State Enterprise (hereinafter referred to as the Enterprise), as the flagship of the mining industry in the Republic of Uzbekistan, recognizes its significant role and responsibility to society. This Policy enshrines our commitment to integrating human rights principles into all aspects of our operations, including the work of all structural divisions ( Zafarobod Mine Administration , Uchkuduk and Nurobod production sites , the Uranium Production Plant, and the Scientific and Production Center for Uranium and Rare Metals Geology). We strive not only to comply with national legislation but also to follow best international practices, contributing to the sustainable development of the regions where we operate.

### 1 Scope

1.1 This Policy applies to all structural divisions of the Enterprise and is mandatory for implementation by all employees.

1.2 Based on this Policy, all divisions are encouraged to integrate its principles into their operational activities.

### 2 Terms, definitions and abbreviations

2.1 **Discrimination** is any differentiation, exclusion or preference based on race, colour, sex, religion, political opinion, ethnicity, social origin, disability or other circumstances not related to the professional qualities of the employee, and resulting in a violation of equality of opportunity or treatment in the field of employment and occupation. (paragraph 1 of Article 1 of the International Labour Organization Convention No. 111 Concerning Discrimination (Employment and Occupation) (Geneva, June 25, 1958)).

2.2 **Stakeholders** are individuals and legal entities that influence or may be influenced by the Enterprise's activities. These include employees, shareholders (the state), local communities, government agencies, suppliers and contractors, public organizations, and residents of the regions where the Enterprise operates (Navoi , Bukhara, and other regions).

2.3 **Inclusivity** – creating conditions in which each employee is valued, accepted and respected for their unique skills and experience, and is provided with equal opportunities for professional development and participation in achieving the goals of the Enterprise.

2.4 Person with a disability - a person with persistent physical, mental, sensory (regarding senses) or mental disabilities who needs social assistance and protection, the creation of conditions for full and effective participation on an equal basis with others in the political, economic, and social life of society and the state;

2.4 **Migrant** - a person belonging to a special group of the population who has entered the Republic Uzbekistan and departed from Uzbekistan , also migrating within the Republic of Uzbekistan , regardless of the reasons and duration.

2.5 Diversity – empowering people, expanding their rights and opportunities by respecting and valuing their differences in age, gender, ethnicity, religion, disability, education, nationality, ability, social origin and other characteristics.

2.6 An appeal is a statement or complaint sent in writing (paper) and (or) electronic) or oral form, sent by an individual or legal entity to government agencies, organizations or officials , as well as in the form of videoconferencing, video messages.

2.7 **UN** - Organization of United Nations.

2.8 **Human rights** are the inalienable rights of all persons, deriving from their belonging to humankind. They are founded on the recognition of the inherent dignity of a human person, as well as the freedom and equality of all people.

2.9 **Forced labor** is any type of work or service which is exacted from any person under the menace of punishment and for which this person has not offered his or her own services voluntarily (paragraph 1 articles 2 Conventions International Organizations Labor No. 29 about forced or mandatory labor (Geneva, 28 June 1930 )). Exceptions are cases directly provided for by law (military service, emergency situations, etc.).

2.10 **Human Rights Impact Assessment ( HRIA )** is a process of identifying, analyzing, and assessing the actual and potential impact of an Enterprise's activities, projects, or operations on human rights, aimed at preventing, mitigating, and eliminating potential negative consequences. HRIA is conducted as part of the Human Rights Due Diligence (**HRDD**) process.

2.11 Due Diligence in Relation to Human Rights ( Human Rights Due Human Rights Diligence (**HRDD**) is a systematic and continuous process for managing human rights risks, including identifying, preventing, mitigating, and monitoring the actual and potential negative impacts of the Enterprise's and its business partners' activities on human rights ( **HRIA** ), as well as reporting on the measures taken.

The Enterprise implements a human rights due diligence process ( Human Rights Due Diligence ) in accordance with the UN Guiding Principles on Business and Human Rights and IFC Performance Standards .

2.12 Within the framework of HRDD, the Enterprise:

2.13 conducts regular impact assessments ( Human Rights Impact Assessment (**HRIA**) of its activities, products and supply chain on human rights;

2.14 takes measures to prevent, mitigate and eliminate identified risks;

2.15 monitors the effectiveness of measures taken;

2.16 ensures transparent reporting of HRDD results in annual reports;

2.17 involves stakeholders (employees, contractors, local communities) in the evaluation and monitoring process.

### **3 General Provisions**

3.1 The enterprise recognizes the importance of respecting and observing fundamental human rights as proclaimed by the UN, including labor rights, the right to gender equality, the right to a favorable environment, the rights of local communities ,

and others.

**3.2** 3.2 The enterprise ensures the observance of human rights and freedoms in accordance with the Constitution and legislation of the Republic of Uzbekistan .

**3.3** The enterprise recognizes the principles set out in the following international standards and documents:

- Universal declarations of human rights;
- International pact on civilian and political rights;
- International pact on economic, social and cultural rights ;
- Leading principles on entrepreneurial activities aspect UN Human

Rights;

- Declarations International organizations labor about fundamental principles and rights in the field of labor;
- Declarations UN O rights indigenous peoples;
- Voluntary UN principles in relation to security and human rights;
- Global UN treaty .

**3.4** In the event of any discrepancies between the provisions of this Policy and the provisions of the legislation of the Republic of Uzbekistan, the Enterprise will strive to respect internationally recognized human rights without violating the legislation of the Republic of Uzbekistan.

**3.5** The Enterprise has zero tolerance for human rights violations in all areas of its operations and expects the same strict compliance with the law and respect for human rights from suppliers, contractors, and partners with whom it interacts.

**3.6** This Policy is part of the corporate governance system and the strategic ESG agenda of the Enterprise , the Policy on labor protection, industrial safety and environmental protection and other internal documents of the Enterprise.

## **4 Adherence to human rights**

**4.1** The enterprise makes the following voluntary commitments to respect human rights:

**4.1.1** The Enterprise respects honor and dignity of individuals and maintains a working environment free from any manifestations of physical, verbal, sexual or psychological pressure or harassment, aggression, abuse or threats in the workplace by colleagues or management.

**4.1.2** The enterprise recognizes the rights of employees to freedom of assembly and association, freedom of opinion and expression.

**4.1.3** The enterprise does not allow any form of discrimination against any person based on age, gender, ethnicity, religion, disability, nationality, social status or other characteristics not related to individual work results.

**4.1.4** Enterprise strives for socio-cultural diversity among workers at all organizational levels.

**4.1.5** Enterprise recognizes equality opportunities and equal pay for work of equal value for women and men.

**4.1.6** The enterprise does not tolerate child or forced labor. The enterprise does not employ individuals under 18 years of age, except in cases expressly provided for by law (e.g., student internships).

4.1.7 The enterprise guarantees non-discrimination and equal rights for migrants. Their linguistic and cultural characteristics are taken into account when integrating them into the team.

4.1.8 Enterprise does not allow violence on working place in any form.

4.1.9 Enterprise provides safe And healthy production Wednesday in the workplace for all its employees.

4.1.10 The enterprise respects the rights, cultural characteristics and customs of local communities in the regions where it operates.

4.1.11 The enterprise shows absolute intolerance towards bribery and corruption.

4.2 Enterprise adheres to the above principles in relationships with:

- workers ;
- suppliers And contractors;
- local population in regions of Enterprise's presence;
- other stakeholders.

4.3 The enterprise conducts regular human rights impact assessments (HRIAs) of its activities, particularly when launching new projects or entering new regions.

## **5 Diversity And inclusivity**

5.1 The Enterprise creates equal opportunities for all employees at every stage of career advancement, training and development.

5.2 The enterprise promotes diversity values at all organizational levels.

5.3 The enterprise respects the special needs of people with disabilities and creates the necessary working conditions for them.

5.4 The enterprise strives to create a favorable working atmosphere in which every employee feels accepted, respected and heard.

5.5 Ensuring diversity and inclusion is a core non-discrimination practice at the Enterprise.

5.6 The enterprise provides equal rights and opportunities to all employees who have reached the age of majority, regardless of gender, in accordance with the labor legislation of the Republic of Uzbekistan.

5.7 The enterprise strives to achieve gender balance and increase the number of women and persons with disabilities in management positions.

5.8 The enterprise strives to provide employees with disabilities with the necessary information and means to create comfortable conditions in the workplace.

5.9 Soft skills are being introduced as part of training and career development programs

## **6 Policy Implementation**

6.1 The enterprise recognizes and respects the rights and freedoms of stakeholders, provides maximum assistance in respecting rights, and strives to increase awareness of human rights issues in all areas of the enterprise's activities .

6.2 The enterprise regularly conducts training for employees on human rights principles.

6.3 The enterprise undertakes a variety of awareness-raising initiatives aimed

at suppliers and contractors, business partners, and the general public in the regions where it operates.

6.4 The enterprise conducts regular analysis and assessment of potential risks of human rights violations.

6.5 The enterprise regularly analyzes the main risks related to compliance with human rights.

6.6 The enterprise conducts employee surveys to regularly assess awareness and compliance with human rights.

6.7 Enterprise takes measures for prevention of human rights violations.

6.8 In the event that a negative impact on human rights is established, the Enterprise is ready to apply procedures to eliminate the consequences and engage in dialogue with stakeholders.

6.9 The Enterprise shall disclose relevant data on compliance with human rights in accordance with generally accepted international principles and standards in the field of disclosure of non-financial information in the Enterprise's integrated annual report.

## **7 Consideration of appeals**

7.1 The Enterprise shall ensure that complaints handling processes are carried out in a manner that is legitimate, accessible, predictable, fair and transparent.

7.2 Enterprise provides functioning of formalized and available for external and internal interested sides / stakeholder channels for submissions (compliance communication channels, see official site) and consideration of appeals / applications that ensure anonymity and confidentiality, impartial consideration, prevention of discrimination or other negative consequences for the applicant, and receipt of feedback on the results.

7.3 Anonymity, confidentiality and protection of the appeal/ applicant are guaranteed.

7.4 Each received appeal is subject to thorough verification. At the same time, the legislation of the Republic of Uzbekistan regulates the procedure for considering appeals.

7.5 If the internal mechanism for considering appeals does not provide a satisfactory result, the interested party has the right to appeal to the relevant government agencies.

7.6 If violations are detected, the Enterprise takes corrective measures and ensures compensation for damage ( remediation ) to the affected parties.

## **8. Control and responsibility**

8.1. Responsibility for coordinating the implementation of the Policy rests with the compliance service.

8.2. Control over the implementation of the Policy is carried out by internal audit and is approved by the Supervisory Board.

8.3. The annual report shall include data on the implementation of the Policy, identified risks and response measures.

8.4. Heads of departments are personally responsible for compliance with the principles of the Policy in their areas of activity.

## **9 Concluding provisions**

9.1 This Policy is subject to periodic review to ensure compliance international standards in areas of human rights protection And relevant provisions of the legislation of the Republic of Uzbekistan.

9.2 The policy is publicly available on the Enterprise's corporate resources.

9.3 The Enterprise takes measures to ensure that employees are familiar with this Policy and share a commitment to respecting human rights.

## Mailing list

The document is sent to:

1. To the management of the State Enterprise "Navoiyuran"
2. All departments, divisions and services of the State Enterprise " Navoiyuran "
3. All structural divisions of the State Enterprise "Navoiyuran".
4. Departments, services, workshops and sections subordinate to the structural divisions of the State Enterprise "Navoiyuran"

## Change Registration Sheet