



ESGQ
RATING AGENCY

HUMAN RIGHTS POLICY

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1. General Provisions

ESGQ Rating Agency Limited Liability Partnership attaches great importance to conducting business in accordance with the highest international standards to respect, support and promote human rights at all stages of business.

The Human Rights Policy of the ESGQ Rating Agency Limited Liability Partnership (hereinafter referred to as the "Policy") is aimed at ensuring, protecting and promoting the fundamental rights and freedoms of every person. This policy is based on the principles of respect for human dignity, equality and non-discrimination.

2. Terms, definitions and abbreviations

The Policy uses the following abbreviations and terms with corresponding definitions:

Agency	Limited Liability Partnership "ESGQ Rating Agency".
Business Ethics	A set of ethical principles and norms of business communication that guide the activities of the Agency and its employees.
Conflict	Interaction of people having incompatible, contradictory goals or ways of achieving these goals.
Employee	An individual who has an employment relationship with the Agency and directly performs work under an employment contract.
Stakeholders	Individuals, legal entities, or groups of individuals or legal entities who exert influence or may be influenced by the activities of the Agency, its products, or services, and related actions by virtue of legal norms, concluded contracts (agreements), or indirectly (mediated).
UN	The United Nations, an international organization created to maintain and strengthen international peace and security, as well as develop cooperation between states.

3. Scope of Application

The provisions of the Policy apply to all stakeholders of the Agency:

- Employees;
- Business partners;
- Other individuals and groups of individuals with an established connection with the activities of the Agency.

The provisions of the Policy are applicable, without exception, to all business processes and all types of activities carried out by the Agency.

4. Regulatory framework

In implementing the Policy, the Agency adheres to the principles of respecting, supporting and promoting the development of human rights, enshrined in:

- legislation of the Republic of Kazakhstan;
- Universal Declaration on Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- Declaration of the International Labor Organization “On Fundamental Principles and Rights at Work”;
- the principles of the UN Global Compact, to which the Agency is a party;
- UN Guiding Principles on Business and Human Rights.

The Agency's internal documents comply with international standards and principles in the field of human rights protection. The relationship between the Agency and its employees is based on respect for human rights and freedoms.

5. Agency Commitments

The Agency has identified several key commitments:

- Regarding employees:
 - **Training and commitment of employees:** The Agency commits to ensuring awareness among its employees of the Policy and guarantees that all employees share the Agency's commitment to upholding, supporting, and promoting human rights principles.
 - **Compliance with labor rights:** The Agency commits to respecting the labor rights of its employees in accordance with the International Labour Organization Declaration on Fundamental Principles and Rights at Work. This includes preventing discrimination, prohibiting child and forced labor, respecting the principle of freedom of association and the right to collective bargaining, and ensuring safe and favorable working conditions for its employees and partners.
 - **Equal Opportunity and Non-Discrimination:** The Agency is committed to providing equal opportunities to all applicants for employment in accordance with clearly defined and generally accepted employment and labor standards. The Agency does not allow discrimination on the grounds of gender, race, skin color, nationality, language, origin, property, family and social status, age, place of residence, attitude to religion, beliefs, membership in public associations or any social groups, as well as other circumstances, not related to business qualities.
 - **Labor policies and practices:** The Agency undertakes to develop and comply with internal regulations governing the labor activities of personnel, including selection, hiring, evaluation, promotion, development, training, maintaining discipline, payment of compensation and termination of employment contracts.
 - **Handling employee complaints and requests:** The Agency places special emphasis on addressing complaints and requests from its employees, promoting open dialogue and respect for their rights. When considering complaints, compliance with established rules and procedures, protection of the legal rights of employees, terms of employment contracts and other issues related to violations of labor and personal rights of employees during their work

at the Agency are taken into account. The Agency undertakes to identify and eliminate the negative consequences of its activities.

- **Ethical standards in relations with employees:** In relations with employees, the Agency is guided not only by this Policy, but also by the Agency's Code of Business Ethics.
- In relation with business partners:
 - **Awareness and Commitment of Partners:** The Agency communicates to all its business partners the contents of its Human Rights Policy to ensure that they understand, support these principles and share the Agency's commitment to respecting, supporting and promoting human rights.
The Agency takes steps to avoid any liability for human rights violations committed by its business partners.
When choosing business partners, the company takes into account their commitment to human rights, preferring to cooperate with those who comply with similar standards.
 - **Complaint and Conflict Redressal:** The Agency establishes and maintains channels for filing complaints and resolving conflicts related to violations of human rights, making these mechanisms available to its business partners and commits to cooperate with business partners in the investigation and resolution of complaints related to violations of human rights.

6. Implementation and Execution of the Policy

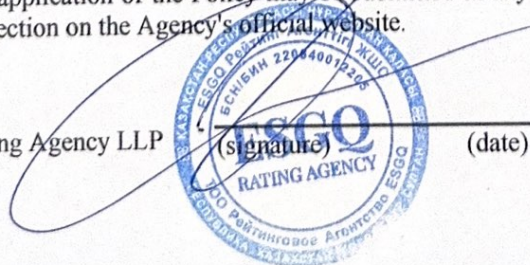
The Policy must be integrated into all business processes of the Agency, with the following actions prioritized in accordance with the UN Guiding Principles on Business and Human Rights:

- Ensuring awareness among internal and external stakeholders of the key principles of human rights compliance through informing about the Policy and its current versions, as well as conducting relevant training.
- Adherence to the Policy towards all employees without exception, as well as recognizing and supporting human rights in relation to colleagues and business partners by all Agency employees.
- Establishing a feedback mechanism to receive, objectively assess, and respond to human rights statements and requests from any interested party through contact forms specified in the "Contacts" section on the Agency's official website.
- Upon identification of human rights violations, taking appropriate measures to ensure the effectiveness of this tool and continuously improving it.

7. Reporting Policy Violations

The Agency welcomes inquiries from all stakeholders. Complaints and questions regarding the content and application of the Policy may be submitted in any convenient form specified in the "Contacts" section on the Agency's official website.

Director
ESGQ Rating Agency LLP


(signature) _____ (date)

E.N. Karazhan