

**Approved by the order of**  
**Director General of Dehqonobod Kaliy Zavodi JSC**

**DEHQONOBOD KALIY ZAVODI JSC**  
**LABOR RIGHTS POLICY**

The Labor Rights Policy is a document that ensures compliance with labor and human rights at "Dehqonobod Kaliy Zavodi" JSC.

**1. Purpose**

1.1. The Labor Rights Policy of "Dehqonobod Kaliy Zavodi" JSC (hereinafter referred to as the "Policy")

is aimed at ensuring respect for employees' labor rights, promoting intolerance toward any form of labor exploitation, and fostering a culture of ethical and responsible employment practices. The Policy

outlines its fundamental principles, objectives, and methods to guarantee that these rights are respected

in all areas of the Company's activities.

**2. General Provisions**

2.1. In case of any violation of this Policy at "Dehqonobod Kaliy Zavodi" JSC, prompt measures will be taken to

eliminate such violations.

2.2. This Policy is public and available to all employees and stakeholders.

**3. Terms and Definitions**

Forced labor - compelling a person to perform work through coercion or threat of penalty.

Child labor - employing individuals below the legal working age.

Discrimination - denying individuals rights and opportunities or degrading them based on gender, age, ethnicity, race, religion, disability, or other attributes.

Harassment - any unwelcome behavior that violates personal dignity or creates a hostile work environment.

#### 4. Scope of Application

4.1. This Policy applies to all employees and contractors of "Dehqonobod Kaliy Zavodi" JSC.

4.2. The Company applies the following principles in its activities:

- Respecting freedom of association and the right to collective bargaining;
- Prohibiting forced and child labor;
- Providing fair wages and safe working conditions;
- Preventing discrimination and harassment;
- Promoting equal opportunities for all employees;
- Complying with national labor legislation and international labor standards.

#### 5. Principles

Throughout its operations, "Dehqonobod Kaliy Zavodi" JSC commits to:

- Respecting employees' rights to freedom of expression and opinion;
- Ensuring decent working conditions that meet employees' basic needs;
- Creating a safe and healthy work environment for all employees in line with ISO 45001:2018;
- Preventing any form of workplace violence or abuse;
- Promoting gender equality and inclusion;
- Preventing corruption and unfair labor practices.

#### 6. Measures

"Dehqonobod Kaliy Zavodi" JSC undertakes the following key commitments:

- Communicating this Policy to all employees and stakeholders;
- Conducting regular training on labor rights and ethical conduct;

- Establishing mechanisms for reporting and addressing violations confidentially;
- Monitoring compliance with labor laws and internal regulations;
- Collaborating with trade unions and employee representatives to ensure workers' rights;
- Maintaining an open and transparent "Trust Line" for reporting labor rights issues;
- Periodically reviewing and improving the Policy according to national and international standards.

## 7. Concluding Provisions

7.1. This document remains in effect until a new version of the Policy is adopted.

7.2. The Policy is reviewed periodically to ensure its relevance and compliance with current labor laws.

7.3. Violations of this Policy shall be addressed in accordance with the legislation of the Republic of Uzbekistan.