

Dehqonobod Potash Plant JSC

Human Rights Risk Mitigation and Remediation Procedure

1. Purpose

The purpose of this Procedure is to establish the principles and mechanisms by which "Dehqonobod Potash Plant" JSC identifies, mitigates, and remediates actual and potential negative impacts related to human rights within its operations, supply chains, and business relationships.

2. Scope

This Procedure applies to all employees, contractors, suppliers, and business partners of Dehqonobod Potash Plant JSC.

It covers issues such as non-discrimination, forced and child labor, workplace harassment, occupational health and safety, and fair working conditions.

3. Responsibilities

- The Human Resources Department oversees the implementation of this Procedure.
- Department heads are responsible for ensuring compliance within their teams.
- All employees are encouraged to report any potential or actual human rights violations.

4. Risk Identification and Assessment

Dehqonobod Potash Plant JSC regularly conducts human rights risk assessments to identify potential risks in its operations and supply chain. The company prioritizes areas with higher exposure to labor, safety, or discrimination risks.

5. Mitigation Measures

To minimize human rights risks, the company implements the following measures:

- Training and awareness programs for employees and contractors.
- Regular monitoring of working conditions and safety.
- Inclusion of human rights clauses in supplier contracts.
- Strengthening of internal audit procedures.
- Implementation of corrective actions where needed.

6. Grievance and Reporting Mechanism

Employees, suppliers, and external stakeholders may report human rights concerns through the company's confidential "Trust Line" or written communication to the HR Department. All reports are treated confidentially and investigated promptly.

7. Remediation

If any human rights violation is confirmed, the company shall take immediate action to:

- Stop the violation and prevent recurrence.
- Provide appropriate remediation or compensation to affected persons.
- Review internal processes to prevent future occurrences.
- Report the outcome to management and relevant authorities if required.

8. Monitoring and Review

This Procedure shall be reviewed annually or as needed to ensure its continued effectiveness and alignment with international human rights standards (UN Guiding Principles on Business and Human Rights, ILO Conventions).

9. Approval

This Human Rights Risk Mitigation and Remediation Procedure is approved by the Director General
of

"Dehqonobod Potash Plant" JSC and comes into effect upon signature.

Approved by: Director General of Dehqonobod Potash Plant JSC