

HUMAN RIGHTS RISK ASSESSMENT REPORT

Dehqonobod Potash Plant JSC

Reporting Period: 2025

Responsible Department: Occupational Safety and Social Responsibility Department

1. Purpose of the Report

This report identifies, assesses, and mitigates potential human rights risks within the operations of Dehqonobod Potash Plant JSC.

It ensures compliance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the labor legislation of Uzbekistan.

2. Summary of the Risk Assessment Process

- 1. Analysis of operations and processes;
- 2. Identification of human rights impact areas (safety, labor, gender, environment);
- 3. Evaluation of likelihood and severity of each risk;
- 4. Development of mitigation measures;
- 5. Establishment of monitoring and reassessment procedures.

3. Key Identified Risks and Mitigation Measures

Area	Risk Description	Likelihood	Severity	Risk Level	Mitigation Measures
Occupational Safety	Workplace accidents	Medium	High	High	Training, PPE, inspections
Working Hours	Excessive overtime	Low	Medium	Medium	Schedule control
Equal Opportunity	Gender inequality	Medium	Medium	Medium	Gender policy
Child Labor	Underage employment	Very Low	High	Medium	ID verification
Environment	Pollution risks	Medium	High	High	Monitoring, recycling
Community Relations	Local complaints	Medium	Medium	Medium	Grievance system
Suppliers	Third-party violations	Medium	Medium	Medium	Supplier audits

4. Major Risks and Recommendations

High-risk areas: occupational safety and environmental impact.

Recommended measures:

- Strengthen safety trainings;

- Supervise high-risk production areas;
- Publish environmental monitoring results;
- Include human rights obligations in supplier contracts.

5. Monitoring and Reassessment

- Risks are reviewed annually;
- Results are included in the sustainability report;
- A Human Rights Working Group ensures ongoing monitoring.

6. Responsible Persons

Chief Engineer - Workplace safety

Head of HR - Employment compliance

Environmental Specialist - Environmental monitoring

CSR Coordinator - Reporting and stakeholder relations

7. Conclusion

Dehqonobod Potash Plant JSC recognizes respect for human rights as a core corporate principle.

This report shows the company's commitment to identifying, reducing, and managing risks to ensure social responsibility and sustainable development.

Approved by:

General Director of Dehqonobod Potash Plant JSC
