

SAMRUK-TABIGAT LLP

POLICY on Zero Tolerance of Unrest and Violence



The goal of this policy is to set general principles of conduct of employees of Samruk-Tabigat LLP and relations among them, attitude to clients, business partners, state agencies, the public and competitors.

This policy includes standards for Company's relations with employees, requirements to employees, obligations and expectations of the Company. The Company values its employees – their work is the basis for its success- and expects high business conduct standards and professional achievements.

INTERNAL RELATIONS

1. We respect personal freedom, rights and dignity of employees and treat employees with trust. We provide everyone with equal opportunities. We do not allow any form of discrimination or harassment at workplace or any behavior which could be viewed as insulting and unacceptable by most people as well as any other acts of violence.

Acts of violence at workplace include actions generally recognized as the following:

- In words: threats, harassment, insults and intimidation;
- In other forms: Gesticulation, spitting and intimidating movements;
- Physical form: Slaps, pushing, kicking, sexual harassment, throwing objects and other physical violence;
- Incitement: collusion in and incitement to any forms of aggression;
- In other forms: arson, sabotage, vandalism, robbery and persecution.

2. The Company always complies with its obligations to employees and employees comply with their obligations to the Company and to each other.

3. The Company does not use child labor and forced labor even if this is allowed by the Law in those regions where the Company conducts its operations.

4. We expect initiative and maximum contribution to the implementation of Company's objectives and we value teamwork highly - everyone will be heard.

5. We always communicate openly and express our opinions clearly. We encourage any feedback significant to our work.

6. We aspire to act in such a way as to prevent that our personal relations, friendships and family ties from interfering with the implementation of the equal opportunity principle, as to prevent that they restrict us in taking effective and efficient decisions and so as to prevent disclosure of confidential information.

7. The Company creates conditions for professional development of employees. Professional development is aimed at raising the quality of work and achievement of goals.

8. We value our employees and encourage their success in work.

9. We take into account cultural specifics of countries and regions where the Company operates when making decisions and conducting our operations.

DISCIPLINE

People who do not comply with this principles of conduct when at work, when travelling to work, when living in the accommodation provided by the Company, when on the territory of the Company, when in the facilities or production sites of the company will be suspended from work and sent to their immediate supervisor so that they determine disciplinary measures in accordance with Company's rules.

Director of Samruk-Tabigat LLP

Seal: Samruk-Tabigat Limited Liability Partnership, Republic of Kazakhstan, West Kazakhstan Region, Uralsk.



[Signature] **Pangaliyev N.M.**