

Human rights Policy of “Uzbektelecom” Joint Stock Company

Tashkent

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The Policy for following the human rights of “Uzbektelecom” Joint Stock Company

1. General provisions

1.1 The Policy for following the human rights of “Uzbektelecom” Joint Stock Company (hereinafter referred in as the “Company”) (hereinafter referred in as the “Policy”) has been developed in accordance with the legislation of the Republic of Uzbekistan and international standards in order to demonstrate the company's commitment to respecting human rights.

1.2 The objectives of this Policy are to form a unified approach to ensuring compliance with the rights of employees, customers, suppliers, partners, shareholders and other interested parties who are in one way or another related to the Company.

1.3 The Policy sets out the principles that the Company will follow to ensure respect for human rights at all stages of its operations.

1.4 This Policy should be considered in conjunction with the Code of Conduct for Employees of “Uzbektelecom” Joint Stock Company, the Sustainable Development Policy, and other internal documents of the Company aimed at protecting and respecting human rights.

1.5 The Company will regularly update this Policy in accordance with changes in the legislation of the Republic of Uzbekistan and international standards.

2. Scope of application

2.1 The Policy applies to all branches and structural units of the Company, as well as to interactions with all interested parties.

2.2 The requirements set out in this Policy are taken into account by the Company's management when making management decisions and planning the Company's activities in the medium and long term.

3. Terms, definitions and links

3.1 The following terms and definitions are used in this Policy:

Discrimination - Any distinction, exclusion or preference based on a person's characteristics which has the effect of nullifying or impairing equality of opportunity or access in employment, private life and occupation.

Interested parties - Any legal entity or individual (or group thereof) that interacts with the Company during its activities and directly or indirectly influences and/or has the ability to influence these activities.

Human rights - the inalienable rights of every human being, the dignity of

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the human person, the freedom and equality of all people.

Compulsory labor - all types of activities, work, or services exacted from a person under the threat of punishment or coercion. Forced labor is prohibited, except in the execution of a sentence imposed by a court decision or in other cases provided for by law.

The company's policy and activities, within the framework of its implementation, take into account the legislation of the Republic of Uzbekistan and regulatory legal acts relating to human rights, as well as the main provisions of recognized international instruments.

4. Main principles

4.1 The Company complies with the legislation of the Republic of Uzbekistan, as well as international norms and rules on human rights.

4.2 The Company subscribes to the principles set forth in international legal instruments on the observance and protection of human rights, including those aimed at ensuring equality, non-discrimination, respect for human dignity and justice. The Company strives to provide all interested parties with the opportunity to realize their full potential in an environment of equality, openness to diversity, openness to opportunities, and freedom from harassment, prejudice or discrimination.

4.3 The Company recognizes that every individual, regardless of religion, gender, language, age, nationality, disability, marital status, social origin, or any other attribute or characteristic, is free and equal in dignity and rights.

4.4 The Company opposes any actions that incite, encourage or incite individuals or organizations to violate human rights.

4.5 The Company guarantees the protection of human dignity and the inviolability of personal privacy.

4.6 The company adheres to the principle of zero tolerance towards corruption.

4.7 The company is committed to developing risk management procedures in the field of human rights compliance in accordance with best practices.

4.8 The company strives to identify and prevent any adverse human rights impacts in its operations.

4.9 The company expresses its willingness to develop and implement initiatives aimed at respecting human rights in collaboration with third parties.

4.10 The company's relationships with interested parties are based on the principles of fairness and respect for human rights.

4.11 The company is committed to improving corporate practices in supporting human rights through open communication with all interested parties and the implementation of best practices.

5. Human rights responsibilities

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5.1 The Company guarantees to all interested parties that there is no discrimination or intimidation based on human dignity, including religion, gender, language, age, nationality, disability.

5.2 The Company ensures maximum security and confidentiality of customer data and personal information in accordance with the requirements of the legislative acts of the Republic of Uzbekistan.

5.3 The Company does not accept any form of human rights violation and adheres to the principles of equality and non-discrimination in carrying out its activities.

5.4 The company takes into account the principles of diversity, equality and inclusion in the development and implementation of innovative technologies, which allows for the improvement of products and services, taking into account the interests of various interested parties.

5.5 The Company adheres to the principles of political neutrality and takes necessary measures to ensure there is no discrimination on the basis of political beliefs, opinions, views, or affiliations. The company strives to formulate and implement programs in the field of human rights protection in accordance with best practices, taking into account the specifics of the industry.

5.6 The company focuses on the principles of equality, diversity, inclusion and zero discrimination in its relations with employees.

5.7 The company respects the rights of all employees, including freedom of expression and collective bargaining.

5.8 The company provides equal opportunities to all job applicants and employees in accordance with clearly defined rules for recruitment and labor regulation.

5.9 The Company creates competitive, safe and comfortable working conditions, protects the labor rights of all employees, including guarantees decent remuneration and social security for all employees in accordance with the legislative acts of the Republic of Uzbekistan.

5.10 The company guarantees that there will be no discrimination or harassment against its partners based on human dignity, including gender, religion, language, age, nationality and race, and disability.

5.11 The company does not accept the presence of any form of human dignity and discrimination, forced labor, child labor, harassment, or violence in the activities of its partners.

5.12 The company strives to ensure the regular identification, analysis and assessment of potential risks of human rights violations, as well as to develop due diligence practices in compliance with human rights.

5.13 The company understands the importance of providing training for its employees on human rights compliance, which helps to create a culture of engagement in this process.

5.14 The company supports the existence of a clearly formulated corporate policy on human rights among partners.

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5.15 The Company informs its partners about the principles of this Policy.

5.16 The company strives for transparent, constructive cooperation with society based on mutual respect, and also seeks long-term cooperation with interested representatives of society on human rights issues.

5.17 The Company requires its employees, interested parties and partners to comply with the requirements of this Policy.

6 Consultations for the issues of application of the policy

6.1 Questions regarding the principles and rules set forth in this Policy and/or suggestions for improving the Company's practices in the field of respecting human rights, as well as ensuring the principles of diversity, equality and inclusion can be addressed to the following e-mail address: info@uztelecom.uz, murojaat@uztelecom.uz.

6.2 For advice on issues related to human rights, business ethics or compliance processes, you can contact the Compliance Department by email at antikorpusiya@uztelecom.uz.

7 Policy execution

7.1 The Company regularly internally monitors the compliance of its activities with the principles set out in this Policy, as well as changes in the legislation of the Republic of Uzbekistan and international standards in the field of human rights.

7.2 The Company shall familiarize employees with the principles and rules of this Policy in an appropriate manner.

7.3 The company supports dialogue with interested parties and ensures that their views on human rights are taken into account.

7.4 The Company provides employees and other interested parties with the opportunity to report potential violations of the Policy without hindrance and guarantees the confidentiality of reports.

7.5 Reporting policy violations can be done through one of the following methods:

- Contact the company via hotline: (+998 71) 200-77-97;
- Send a message to the email address info@uztelecom.uz or uztelecom@exat.uz;
- online | Contacts | Uztelecom.uz;
- Contact the Compliance Department by email at antikorpusiya@uztelecom.uz;
- Company employees can directly contact the head of the relevant department or the Legal Department via email.

7.6 In the event of human rights violations occurring or identified, the Company undertakes to develop a plan of measures to eliminate the negative

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consequences in the short term, as well as to implement corrective measures to improve human rights practices.

7.7 The Company ensures an independent and comprehensive review of all reports of violations of the Policy requirements in accordance with internal regulatory documents and principles for reviewing reports:

- **Confidentiality** - The author of the message is guaranteed not to disclose personal information.;
- **Experience** - Employees of relevant structures will be involved to conduct the inspection.;
- **In time** - messages are processed taking into account regulatory requirements and verification is carried out within the established deadlines.

7.8 Applications are considered in accordance with the procedure established by the Law of the Republic of Uzbekistan No. URQ-445 dated September 11, 2017 “On Applications of Individuals and Legal Entities”.

7.9 The Company also guarantees that no retaliation or administrative sanctions will be applied to employees who report a possible violation of its Policy (unless the false information was provided intentionally or for malicious purposes).

8 Responsibility

8.1 The company's management is committed to implementing the principles set out in this Policy.

8.2 The Company considers it necessary to ensure continuous improvement of this Policy and envisages the possibility of updating it in accordance with the dynamics of the Company's development.

8.3 Company employees, regardless of their position, are required to comply with this Policy in their interactions with each other, as well as with customers, partners and other interested parties.

8.4 All employees of the Company, regardless of their position, are responsible for non-implementation or improper implementation of the Policy.

8.5 For violation of the principles stipulated in this Policy, any employee of the Company, regardless of the position held, may be subject to appropriate disciplinary measures provided for in the Labor Code of the Republic of Uzbekistan.