

# MANAGEMENT POLICY



## OF TRANSNATIONAL COMPANY KAZCHROME JOINT STOCK COMPANY

Transnational Company Kazchrome Joint Stock Company's main business objective is the dynamic socio-economic development and financial sustainability of the Company through the production of ferroalloys, chrome and manganese ores and their products of the required quality, with environmental management, energy efficiency and occupational safety risks consistent with the nature and scale of the Company's activities and its context, and adherence to the principles of social responsibility.

Production system development and industrial safety arrangement, is an integral part of the Company's policy, based on the internal conviction of each employee.

Maintaining and constantly improving the efficiency and effectiveness of the Company's management system in accordance with the requirements of international standards adopted by the Company is the basis for implementing our views on quality, environmental, energy efficiency, occupational health and safety and social responsibility management.

## OUR MAIN ACTIVITIES ARE:

### ► FOCUSING ON CONSUMERS AND OTHER STAKEHOLDERS:

Direct the activities of the Company's team to meet the requirements and expectations of customers, shareholders, employees and other stakeholders, to comply with legislation, regulations and additional requirements of the Company in the areas of quality, health and safety, environment, energy efficiency and social responsibility. When making decisions based on the analysis and assessment of data, identified risks and opportunities of the Company, give priority to quality, labor and environmental protection, energy efficiency, social responsibility.

### ► CREATING PARTNERSHIPS IN THE TEAM:

each division and each employee of the Company who performs a certain job, consider their colleagues who perform the next stage of work as their customer and ensure the quality of the work they expect.

### ► PROCESS APPROACH TO MANAGEMENT:

improve processes and the relationship between them.

### ► ACTING ON RISKS AND OPPORTUNITIES:

developing risk-oriented thinking in managers and employees as part of their activities and implementing actions related to risks and opportunities.

### ► ELIMINATE HAZARDS AND REDUCE OCCUPATIONAL SAFETY RISKS:

ensure that Company employees participate in identifying hazards and assessing risks and opportunities, and determine actions to eliminate (reduce) them in the workplace. Minimize the impact of unacceptable risks on the Company's employees.

### ► CONTINUOUS IMPROVEMENT:

application of interrelated knowledge, tools and interaction of employees to successfully achieve the Company's goals of continuous improvement and improvement of production efficiency, effectiveness and efficiency of the management system.

### ► CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT OF SOCIETY:

ensuring economic growth and social responsibility of business while rationally using and preserving natural resources and continuously reducing the degree of impact on the natural environment.

### ► ENSURING SAVINGS AND RATIONAL USE OF FUEL AND ENERGY RESOURCES:

improve the Company's energy efficiency, including through the purchase of energy-efficient products and services that affect energy performance, as well as design aimed at improving energy efficiency.

### ► CONTINUOUS IMPROVEMENT OF PERSONNEL KNOWLEDGE

on quality, environment, energy efficiency, occupational safety, and social responsibility. Informing employees about working conditions in the workplace, the existing occupational hazards and risks, and opportunities for improvement. Training, career development, professionalism, competence, awareness and involvement of employees at all levels.

### ► IMPROVING THE COMMUNICATION PROCESS:

ensure effective communication between departments and employees of the Company, with shareholders, the public, authorities, business partners and other stakeholders.

### ► IMPROVEMENT OF PRODUCTION CULTURE:

improve working conditions and safety at all workplaces, ensure health care for employees and their families.

### ► INVOLVING EMPLOYEES:

create conditions conducive to discovering the creative potential of employees, their active participation in solving quality, environmental, energy efficiency, occupational safety and social responsibility problems, getting maximum synergy from the teamwork of employees performing different functions by means of open communication mechanisms.

### ► ESTABLISHING MUTUALLY BENEFICIAL RELATIONSHIPS

with our partners and all stakeholders.

### ► CONTINUOUS IMPROVEMENT OF WORKING CONDITIONS AND SOCIAL GUARANTEES FOR EMPLOYEES:

strict compliance with current labor legislation, freedom of association in trade unions, the right of employees to negotiate a collective agreement, cooperation with the trade union committee as a representative of the Company's labor collective, systematic analysis of the status and planned improvement of social protection, remuneration, and social security of the Company's employees and their families with active involvement of employees.

### ► OBSERVANCE OF THE PRINCIPLES OF EQUALITY AND DIVERSITY:

strict observance of laws and regulations concerning human rights, forced and child labor. Ensuring equal employment opportunities, openness and transparency of the recruitment process. Any differences in gender, sex, religion, age or physical characteristics may not be used as a basis for exclusion or singling out a special group of people.

### ► ONGOING CONCERN FOR STAFF HEALTH:

ensuring high quality medical care for employees at in-house medical centers and improving medical care for residents in the regions where we operate. Taking care of the emotional well-being of employees.

**The Company's management assumes responsibility for the implementation of this Policy, providing the necessary resources to implement the commitments made, and encourages all employees of the Company to support the activities of the management to translate the above intentions and activities into practice.**