

Approved  
by the Resolution of the Board of Directors  
of JSC NC "KazMunayGas"  
dated 15 June 2022  
Minutes No. 11 / 2022

## **JSC NC “KazMunayGas” Human Rights and Public Relations Policy**

JSC NC “KazMunayGas” (KMG) carries out its activities in accordance with international rules, laws of the Republic of Kazakhstan, KMG's internal regulations, policies and procedures that have been adapted by each subsidiary and dependent entity of KMG.

We are firmly committed to improve measures for preventing and mitigating the negative impact of our activities on human rights and for this purpose we assess and monitor potential and actual consequences of our impact and develop the best possible strategies and solutions on an ongoing basis.

We are committed to ensure that our stakeholders agree to provide the guarantees that are specified by KMG to their employees. We expect our suppliers and business partners to follow this policy and share our commitment to all internationally recognised human rights.

We assume the following human rights obligations:

- respect human rights in accordance with international rules
- adopt programmes for solving issues related to human rights impacts in the industry, subject to approval by the top management of KMG and SDEs
- monitor and report on human rights impacts
- comply with KMG-adopted grievance procedures
- provide compensations and remedies to eliminate or mitigate the negative impact
- exercise due diligence with respect to human rights by monitoring human rights impacts with proper reporting
- provide our employees with remedies for adverse impacts
- disclose KMG's expectations of the personnel and third parties in relation to human rights
- communicate the policy to the personnel and external stakeholders.

The range of activities of KMG and members organisation of the KMG Group is of strategic importance for the development of the entire national economy and affects the interests of a huge amount of people.

This implies a number of key principles in KMG's activities: showing consideration for the society's interests, fully promoting the social and economic development of regions, creating a favourable business climate there, supporting decent working conditions and the social and mental well-being of people.

In this regard, KMG is committed to ensure the sustainable development of its business, while paying particular attention not only to the economic aspect, but to the social one as well.

KMG consistently follows the principles of social responsibility which include: creating new jobs, implementing social programmes for the personnel, ensuring a safe environment where we operate.

We commit to promote shared values and community sustainability by contributing to the economic development in the regions where KMG operates and expanding social benefits that we can provide.

We assume the following community development obligations:

- encourage the development of communities while adopting appropriate initiatives
- regularly engage local stakeholders in planning and/or monitoring the development of communities
- set specific goals and deadlines for community development
- monitor community development programmes
- keep reporting while disclosing the results of community development programmes.

KMG's companies engage with local communities which include employees, trade unions, retirees, veterans, local residents, contractor employees, local executive agencies, social organisations, all local educational, medical, cultural, departmental organisations and many others.

Following relevant legal requirements, we are committed to promoting transparent and proactive engagement with communities at appropriate stages of the project lifecycle and through open information sharing.

We attend public hearings with local communities, while the allocation of responsibility for public relations depends on operations.

We assume the following community engagement obligations:

- shape the system for determining local stakeholders or communities
- hold consultations (public hearings) at early stages of project implementation
- use the generally accepted procedure for collecting, registering and handling complaints and claims.