

# Human Rights policy

## Introduction

O1 Properties (hereinafter "O1 Properties", "the Company") is committed to protecting and supporting human rights and dedicated to addressing any human rights issues. Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Every individual is entitled to these rights, without discrimination.

The purpose of the Policy is to formally document and outline O1 Properties' commitments in respect to human rights.

## Policy Statement

In all business activities, we are guided by international human rights principles and applicable national legislation:

- the Universal Declaration of Human Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work;
- Constitution of the Russian Federation;
- Labor Code of the Russian Federation.

We are committed to providing our employees with a working environment consistent with the principles of internationally recognized human rights. Respect for fundamental freedoms and human rights is a cornerstone for our business values as outlined in the O1 Properties' Code of Conduct.

O1 Properties' fundamental principles:

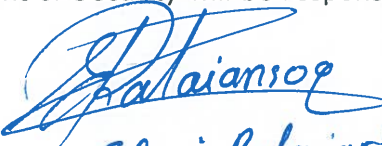
- All employees are treated equally without distinction of any kind, such as: race, nationality, color, age, sex, religion or disability;
- All employees are entitled to favorable conditions of work such as: equal pay for equal work, safe working environment, reasonable working hours, paid maternity leave and annual vacation;
- We have zero tolerance towards any instances of forced labor or child labor;
- We maintain a workplace that is free from degrading treatment, violence and harassment;
- We do not tolerate corruption in any form;
- We encourage open and honest communication without fear of reprisal among all employees;
- We expect our business partners, contractors and suppliers to adhere to the similar human rights principles and values.

## Policy Implementation & Monitoring

The Policy applies to all business activities we conduct as an employer and as the owner and manager of office centers. If any employee believes that someone is violating the Human Rights Policy, they should report it immediately to Human Resources or Security department.

The Company commits to communicating this Policy to all employees. The Policy is to be made available to general public on the company's website.

The Human Resources department together with the Department of Security will be responsible for the implementation and application of the Policy.



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