

Human rights policy

Human rights are rights for all people regardless of race, gender, nationality, ethnicity, language, religion or any other status. Everyone has these rights without any discrimination.

By adopting the Human Rights Policy (hereinafter referred to as the "Policy"), we undertake to respect and protect human rights at all levels of the company's business processes, and, in case of their violation, to immediately respond and resolve such problems.

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

- Universal Declaration of Human Rights.
- The UN Guiding Principles on Business and Human Rights.
- The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998.
- The Constitution of the Russian Federation.
- Labor Code of the Russian Federation.

We are committed to providing our employees with a work environment that is consistent with the principles of internationally recognized human rights. We unconditionally respect freedoms and human rights.

Our founding human rights principles:

- All employees are treated equally without any distinction such as race, nationality, skin color, age, gender, religion or disability.
- All employees are entitled to favorable working conditions such as: equal pay for equal work, safe working environment, reasonable working hours, paid maternity leave and annual leave.
- We have zero tolerance for any cases of forced and child labor.
- We do not allow such forms of treatment that degrade the dignity of a person or can be regarded as violence and harassment.
- We do not stand corruption in any forms.
- We encourage open and honest communication among all employees.
- We expect our business partners, contractors and suppliers to adhere to similar human rights principles and values.

Policy implementation and control over its execution

The policy applies to all commercial activities that we carry out as an employer, as well as an owner of business centers. If any employee believes that someone is violating the human rights policy, then he should immediately report this to the human resources or security department. The company also has a hotline that can be contacted in such situations.

The Company is committed to communicating this policy to all employees. The policy is posted on the company's website.