

## **Human Rights Policy**

With this Policy, Ecoalliance, LLC confirms its responsibility for the observance of human rights in its activities. Respect for the dignity, fundamental freedoms and human rights of all stakeholders is the base of our corporate values, as is stipulated in the Ecoalliance Code of Conduct. Human rights principles are incorporated into internal standards regulating working conditions, business ethics, stakeholder engagement, and social and environmental responsibility. This Policy shall be considered an integral part of the guidelines stipulated in health and safety policy, anti-bribery and anti-corruption policies, and stakeholder engagement procedures. Ecoalliance adheres to the Guiding Principles on Business and Human Rights endorsed by the United Nations Human Rights Council in 2011, as well as the requirements contained in the following documents:

- The Universal Declaration of Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- International Labour Organization Declaration on Fundamental Principles and Rights at Work;
- Voluntary Principles of Security and Human Rights;
- The United Nations Declaration on the Rights of Indigenous Peoples;
- The United Nations Global Compact.

EcoAlliance officially recognizes the rights of its employees to safe and healthy working conditions, to non-discrimination and freedom of association, and considers the peculiarities of the culture and customs of local communities. We do not allow any form of discrimination against any person based on race, gender, age, religion, nationality, social status, sexual orientation, or other characteristics unrelated to individual performance.

We strive to minimize any potential negative impact from our activities on human rights. Human rights impacts are integrated into our risk assessment procedures. We recognize the importance of regularly identifying, analyzing and assessing potential risks of human rights violations and developing timely responses before adverse consequences occur.

All employees, managers and executive officers of EcoAlliance are obliged to follow the principles stipulated in this Policy.

## **POLICY**

EcoAlliance undertakes to comply with the legislation of the Russian Federation, as well as internationally recognized human rights. EcoAlliance undertakes to adhere to the following principles in particular:

1. Fair treatment of all personnel and suppliers of goods, works and services, based on respect for their dignity, without any discrimination;
2. Respect for the right of employees to freedom of assembly and association, free expression of opinion;
3. Prohibition of forced and child labor;
4. Ensuring decent working conditions and compensation sufficient to meet the basic need of employees;
5. Ensuring healthy and safe work environment for all its employees;
6. Compliance with the current legislation in the field of health and safety, environmental protection and industrial safety;
7. Respect for the rights, the peculiarities of the culture and customs of local communities;
8. Zero tolerance for bribery;
9. Security Team employees comply with all requirements of the applicable legislation; the principles of force use in particular.

## **REALIZATION**

EcoAlliance guarantees that all its corporate policies and procedures comply with the principles of this Policy.

All employees of EcoAlliance including newly accepted employees, are required to get introductory training on Human Rights Policy.

In the process of interaction with stakeholders, including government agencies, the EcoAlliance undertakes to comply with the requirements of this Policy.

EcoAlliance ensures submitting and reviewing complaints and applications, including cases of human rights violations, in compliance with the principles of confidentiality.

In case of detection of cases of human rights violations, EcoAlliance undertakes to take measures to eliminate and prevent such violations.

## **MONITORING AND REPORTING**

EcoAlliance undertakes to assess regularly (at least once a year) the compliance of its activities with the principles of this Policy. Information on the implementation of this Policy is included in EcoAlliance Annual Report.