

Approved
by order of NAC Kazatomprom JSC
No. _____
dated _____ 20__

Appendix No. 5
to Contract _____
dated _____ 202_

Code of Suppliers and Contractors of NAC Kazatomprom JSC

INTRODUCTION

Sustainable business development is a key pillar of the strategy of NAC Kazatomprom JSC (hereinafter referred to as the "Company"), which is aimed at resolutely responding to the social needs and expectations of the Company's stakeholders.

1. MAIN PROVISIONS

1.1. Suppliers and Contractors of the Company must comply with the requirements of the legislation of the Republic of Kazakhstan, other applicable legislation and internal documents of the Company.

1.2. Supplier - a legal and/or natural person who undertakes to transfer, within a specified period or terms, the goods produced or purchased by him to the Company for use in business activities or for other purposes not related to personal, family, household and other similar use.

1.3. Contractor, Executor - a legal entity and/or an individual who undertakes to perform certain work on the instructions of the Company, provide services and deliver its/their result to the Company within the time period established by the contract.

2. GENERAL PRINCIPLES.

Suppliers and Contractors of the Company comply with the following:

- do not allow corruption offenses in their work;
- prohibit their employees, representatives and co-executors/subcontractors under contracts with the Company from committing commercial bribery and other actions of a corrupt nature;
- exclude all forms of illegal forced labor;
- eliminate child labor;
- exclude any kind of discrimination, including in relation to employment and labor activity;
- comply with regulatory legal acts relating to working hours and rest of employees;
- comply with the laws and regulations regarding the minimum wage;
- comply with the labor legislation of the Republic of Kazakhstan and/or other country where their activities are carried out.

Suppliers and Contractors of the Company must have their own procurement policy that defines the approaches and principles of work in the field of procurement, the provisions of which must apply, among other things, to their own contractors and suppliers (if any). One of the priorities of such a policy should be compliance with ethical standards and requirements in the field of labor protection, industrial safety, the environment and human rights.

3. LABOR STANDARDS

3.1. The Supplier and the Contractor shall provide all employees with proper working conditions and ensure the exercise of all labor rights of employees .

3.2. Any discrimination is prohibited regardless of the grounds, including in relation to employment and labor activity, sex or gender identity, nationality, citizenship, race, color or ethnicity, religion, age, language, family, social and parental status, property and official status, membership in public associations and political motives, pregnancy, disability, as well as other circumstances not related to the business qualities of the employee and the results of his work.

3.3. It is prohibited to employ persons who have not reached the minimum age for employment established by applicable law. Suppliers and Contractors of the Company shall not use the labor of children or minors, except in cases where the conclusion of an employment contract is allowed in accordance with applicable law.

3.4. All employees of the Company's Supplier or Contractor must have a signed employment contract or contract for the provision of services in a language understandable to them.

The employment contract must set out all major terms, including hours of work, overtime compensation, notice period, wages and frequency of payments, and other terms and conditions as required by applicable law.

3.5. Suppliers or Contractors of the Company comply with the regulatory legal acts of the Republic of Kazakhstan regarding working hours and rest of employees and other obligations of the employer.

3.6. Suppliers or Contractors of the Company comply with regulatory legal acts Republic of Kazakhstan concerning the minimum wage established by the legislation of the Republic of Kazakhstan. Overtime work, work on weekends and holidays or at night is paid at an increased rate in accordance with the conditions, labor or collective agreements and (or) the act of the employer.

3.7. Company's Suppliers or Contractors shall ensure that the employees know and fully understand the rights and obligations of the employees stated in their native or understandable language.

3.8. Job descriptions should be developed, updated and communicated to all employees and consultants.

3.9. All forms of illegal forced labor are excluded. It is prohibited to oblige employees to pledge cash or original identification documents or their equivalents.

Employees must have the right to move freely and, in exceptional cases and for good reason, to leave the workplace established by the employment contract, in agreement with the supervisor during working hours.

No one should be subjected to physical punishment, illegal detention, physical, sexual and/or psychological harassment.

3.10. The procedure for deduction from wages is established in accordance with the labor legislation of the Republic of Kazakhstan.

3.11. The Company's Suppliers and Contractors shall respect the freedom of association for their employees in accordance with applicable law.

4. ETHICAL PRINCIPLES

4.1. Suppliers and Contractors of the Company strictly comply with all requirements of the legislation of the Republic of Kazakhstan related to their activities, including:

1) competition: compliance with all applicable regulations regarding the implementation of competition on equal terms;

2) anti-corruption: compliance with all applicable regulatory legal acts related to anti-corruption. Suppliers and Contractors of the Company do not offer, directly or indirectly, on their own behalf or on

behalf of the Company, any material or other incentives to the employees of the Company and third parties in order to obtain or maintain business, or to acquire funds or benefits;

3) legalization of illegally obtained income: compliance with the legislation of the Republic of Kazakhstan regarding the legalization of illegally obtained income. Suppliers and Contractors of the Company shall not be involved in or support the practice of money laundering;

4) conflict of interest: prevention, determination and identification of situations in which there is a real or potential conflict of interest regarding the employees of the Company or their relatives, which could adversely affect their business activities or decisions made;

5) gifts and tokens of appreciation: refusal to offer gifts and tokens of gratitude to the employees of the Company. The Society will reject all gifts and hospitality if they exceed a reasonable symbolic value, as well as incidental and explicit gifts and hospitality, and cannot be reciprocated in kind.

5. ANTI-CORRUPTION REQUIREMENTS

5.1. All forms of corruption, including extortion, bribery, facilitation fees, fraud, money laundering and nepotism in the activities of the Company's Supplier and Contractor are strictly prohibited.

5.2. The Company's Suppliers and Contractors prohibit their employees from offering, requesting, giving or accepting, directly or indirectly, payments, gifts or favors in exchange for favorable treatment in order to influence a transaction or for personal or business advantage. This requirement applies both to family members and to the personnel of the Suppliers and Contractors of the Company and their subcontractors.

5.3. Suppliers and Contractors of the Company must comply with the principles of fair competition and free market. Business decisions should not be made based on or influenced by personal relationships and interests.

The Company's Suppliers and Contractors shall implement an anti-corruption program based on recognized international standards. The program, which includes relevant practical and informational training, should be transparent and effective.

5.4. The Suppliers and Contractors of the Company make every effort to identify and prevent situations in which there is a real or potential conflict of interest regarding the employees of the Suppliers and Contractors of the Company and the employees of the Company or their relatives, which may adversely affect their business reputation or decisions made.

A gift means an object of any value, benefit or advantage received by an employee from any third party or transferred to a third party by an employee of the Company on behalf of the Company free of charge in the course of the performance of labor duties of the Company's employees or in connection with business relations existing between the Company and a third party.

6. HEALTH AND SAFETY

6.1. Suppliers and Contractors of the Company guarantee that their activities are safe for the health of their employees, contractors, consumers of their products and other persons, as well as the safety of the Company's employees, on the territory and premises of which contractual relations are carried out.

6.2. The Company's Suppliers and Contractors must provide working conditions, employees must be familiar with information on occupational health and safety, and receive appropriate training, including fire safety, radiation safety, proper handling of chemicals and equipment, and emergency preparedness and first aid.

6.3. Potential risks that may lead to accidents/injuries or the occurrence of occupational diseases among the employees of the Suppliers and Contractors of the Company shall be assessed and controlled by taking appropriate preventive actions (for example, design, engineering, administrative control, preventive maintenance, labor safety procedures, ongoing safety training, as well as equipping with personal protective equipment).

6.4. Suppliers and Contractors of the Company are obliged to take adequate measures to prevent or eliminate the consequences, damage from accidents and injuries, as well as socio-psychological diseases in order to minimize the factors inherent in hazardous types of work. Suppliers and Contractors of the Company must provide their employees with appropriate personal protective equipment at no additional charge. Any incident or accident resulting in physical injury, as well as psychosocial illness must be documented and brought to the attention of the Company's Supplier/Contractor's top management.

6.5. The Company is actively working to continuously improve safety in the Company to ensure the safety of its employees and obliges its business partners to do so. When performing work at production sites, the Suppliers and Contractors of the Company comply with high standards of labor protection and safety, and are responsible for immediately notifying of an emergency.

7. ENVIRONMENT

7.1. Suppliers and Contractors of the Company shall implement and/or implement measures that contribute to the preservation of the environment and reduce, to the maximum extent possible, their negative impact on natural resources.

7.2. The Company's Suppliers and Contractors limit the amount of harmful substances produced during the execution of the contract, and also ensure the elimination of such waste without causing great harm to the environment.

7.3. Suppliers and Contractors of the Company shall take measures to prevent the use of toxic substances. In the absence of an alternative, Suppliers and Contractors of the Company shall minimize the use of toxic substances and ensure their safe handling and destruction. With regard to other hazardous substances, elements or wastes of restricted use, Suppliers and Contractors of the Company must strictly comply with all applicable legal regulations.

7.4. The Company's Suppliers and Contractors are developing both environmentally friendly technologies (for example, pollutant control, carbon dioxide emissions) and energy saving and waste recycling technologies, as well as implementing logistics strategies that reduce their negative impact on the environment (in particular, that regarding storage, handling and transportation).

7.5. Suppliers and Contractors of the Company include criteria for environmental protection, radiation safety health and safety in the development of their products and services in order to eliminate or reduce the negative impact on the environment, labor protection and safety during the overall life of the products, while maintaining and / or improving the quality of use of their products.

7.6. The supplier must confirm that its goods comply with the standards and regulations applicable to such goods.

8. PRIVACY AND DATA SECURITY

8.1. Suppliers and Contractors of the Company shall keep confidential any information about the Company, its partners, business events, contracts, projects, structure, financial situation or activities, unless they have received special written permission to disclose it.

8.2. Suppliers and Contractors of the Company must use systems that guarantee the safety and security of customer data and prevent leakage of confidential data.

The requirements of this Code are an integral part of the contracts concluded by the Company with Suppliers and Contractors.

Suppliers and Contractors of the Company hereby undertake to familiarize their employees with this Code.

Suppliers and Contractors of the Company undertake to provide a completed questionnaire in the form in accordance with Appendix No. 1 to this Code within the time period stipulated by the relevant procurement agreement.

I hereby certify that, as an authorized representative of the Contractor/Supplier listed below, I have carefully reviewed and understood the contents of this document, and certify that this company operates in full compliance with this Code.

Full name of the representative of the Supplier/Contractor:

Name of the Supplier/Contractor:

Date:

Signature:

Dear partners!

Since March 2022, NAC Kazatomprom JSC has been a member of the UN Global Compact, thereby committed to the values of sustainable development and responsibly approaches the management of economic, social and environmental impacts, guided by the principles of openness and respect for the interests of its stakeholders.

According to the requirements of international ISO standards, the organization must ensure that outsourced processes are under control. The purpose of such management is to ensure that outsourced activities comply with applicable international standards and improve customer satisfaction throughout the entire supply chain, including the end user.

This questionnaire was developed in order to ensure the sustainability of the supply chain, increase the awareness of suppliers of NAC Kazatomprom JSC about sustainable development, involve suppliers in responsible procurement processes, and collect and analyze information on the level of maturity of the supplier's corporate practices in sustainable development.

In this regard, we ask you to answer the following questions of the questionnaire-questionnaire, considering the following:

- Every question must have an answer;
- If the question contains requirements that are not related to the activities of your organization - put a mark "Not applicable" with a brief explanation in the "Comment" column;
- Do not make changes to the form of the questionnaire (this will not allow correct processing of the results);
- If the question implies the need for explanations, attachments of documents or references to them - in the absence of these data, the answer is counted as negative;
- If you deem it necessary to provide additional information about the activities of the organization, include it in the "Additional Information" field or set it out in free form.

Thank you for your cooperation!

1. A systematic approach to sustainable development					
No · pp	Question	Yes	No	Not applicable	Answer to question/ A comment
1	Has the company implemented a quality management system, compliance with which is confirmed by the relevant ISO 9001 certificate or other standard? If yes, please indicate the type and number of the certificate.			This answer option is not available.	
2	Has the company approved an anti-corruption policy or other corporate document that defines the goals, principles, tasks, mechanisms in the field of combating corruption? If yes, indicate the name of the document and by whom (position) it was approved.			This answer option is not available.	

3	Has the company approved a document (policy, code, etc.) that defines the principles of sustainable development (ESG) of the company? If yes, indicate the name of the document and by whom (position) it was approved.			This answer option is not available.	
4	Has the company formalized responsibility for sustainability issues? If yes, please indicate the name of the department/position. In the absence of such activity, the mark "Not applicable" is put with the provision of an appropriate explanation in the "Comment" column.				
5	Are external assurance/confirmation mechanisms for responsible business conduct in the field of sustainable development (rating, certification, etc.) used? In the absence of such activity, the mark "Not applicable" is put with the provision of an appropriate explanation in the "Comment" column.				
6	Does the company publish annual sustainability reports in accordance with international standards (GRI or equivalent)? If yes, is the non-financial information presented in the report independently certified (verified)? Please provide a link to the web resource where the company's annual sustainability report is posted (if available).				
7	Is the company a participant/member of an international organization/association/initiative for sustainable development (UN Global Compact, WBCSD, CSR Europe, etc.)? If yes, from what period?			This answer option is not available.	
8	Is the company a participant/member of international environmental organizations/associations/initiatives (SBT, CDP, etc.)? If yes, from what period?			This answer option is not available.	
9	Does the company have a Code of Ethics/Responsible Business Conduct? If "yes", indicate the name of the document and by whom (position) it was approved.			This answer option is not available.	
10	Do your contractors/suppliers have their own responsible procurement policy that defines the approaches and principles of work in the field of procurement? If subcontractors are not involved in the				

	supply chain, the “Not applicable” mark is put with the provision of an appropriate explanation in the “Comment” column.				
eleven	Do you include sustainability issues in the criteria for selecting subcontractors and do you control compliance with sustainability requirements when working with them? If subcontractors are not involved in the supply chain, the “Not applicable” mark is put with the provision of an appropriate explanation in the “Comment” column.				
12	Does the company have a Supplier Code? If yes, does the company require formal affiliation? If subcontractors are not involved in the supply chain, the “Not applicable” mark is put with the provision of an appropriate explanation in the “Comment” column.				
13	Does the company manage ESG risk? If the company does not have an implemented risk management system, the “Not applicable” mark is placed with the provision of an appropriate explanation in the “Comment” column.				
14	Does the company have an Environmental Management System (EMS) in place? If yes, please provide a brief description of it, as well as its compliance standards (ISO, etc.).			This answer option is not available.	
15	Has the company implemented an energy management system, the compliance of which is confirmed by the relevant ISO 5001 certificate or other standard? If yes, please indicate the type and number of the certificate.			This answer option is not available.	
16	Does the company have a Water Management System in place? If yes, please provide a brief description.			This answer option is not available.	
17	Does the company have a Biodiversity Management System in place? If yes, please provide a brief description.			This answer option is not available.	
2. Interested parties					
No · pp	Question	Yes	No	Not applicable	Answer to question/ A comment
1	Has the company identified stakeholders (stakeholders) and their needs and expectations?			This answer option is not available.	

2	Has the company developed channels for informing (information policy) stakeholders about sustainable development issues?			This answer option is not available.	
3	Has the company developed feedback channels (appeal mechanisms) on sustainable development issues for stakeholders?			This answer option is not available.	
3. Corporate governance					
No . pp	Question	Yes	No	Not applicable	Answer to question/ A comment
1	Does the company use KPIs that measure the achievement of ESG goals? If a company does not use a system for evaluating performance through KPIs, the "Not applicable" mark is placed.				
2	How many people are in the management body of the company (Board of Directors, Supervisory Board, Board of Trustees) and how many of them are women? If the company does not have a governing body, the mark "Not applicable" is put with the provision of an appropriate explanation in the "Comment" column.				
3	How many people are in the executive body of the company and how many of them are women?			This answer option is not available.	
4	What percentage is the proportion of women: - in the number of production personnel; - in the number of AUP.			This answer option is not available.	
5	Does the company provide training on diversity, equality, non-discrimination and inclusion to its employees? If so, how often and for which category of workers?			This answer option is not available.	
6	Does the company monitor the observance of human rights? If yes, please describe how.			This answer option is not available.	
7	Does the company have a cybersecurity and information protection system in place?			This answer option is not available.	
8	Has the company registered a leak of proprietary information and personal data over the past 5 years?			This answer option is not available.	
4. Ecology					

No · pp	Question	Yes	No	Not applicable	Answer to question/ A comment
1	Has the company approved an environmental policy or other corporate document that defines the goals, principles, tasks and mechanisms for implementing the organization's environmental policy, as well as obligations in the field of environmental protection and environmental safety? If yes, indicate the name of the document and by whom (position) it was approved.			This answer option is not available.	
2	Does the company analyze its environmental impact? If so, how often and by whom are the results of this review reviewed/approved?			This answer option is not available.	
3	Does the company have an approved list of measures to protect / minimize damage to the environment, as well as the rational and efficient use of natural resources? If yes, please provide a brief description.			This answer option is not available.	
4	Does the company regularly evaluate its activities to protect / minimize damage to the environment, as well as the rational and efficient use of natural resources? If so, who reviews/approves the results of such an assessment?			This answer option is not available.	
5	Does the company monitor and calculate Scope 1 greenhouse gas emissions? If yes, please indicate their size for the last 3 years.			This answer option is not available.	
6	Does the company monitor and calculate Scope 2 greenhouse gas emissions? If yes, please indicate their size for the last 3 years.			This answer option is not available.	
7	Does the company monitor and calculate Scope 3 greenhouse gas emissions? If yes, please indicate their size for the last 3 years.			This answer option is not available.	
8	Is the company's GHG emissions information for Scope 1-3 public? If yes, please provide a link to the source of such information.			This answer option is not available.	
9	Has the company approved a Strategy/Programme/Plan to achieve carbon neutrality or to reduce its carbon footprint? If yes, please provide a brief description.			This answer option is not available.	

10	Does the company use an offset mechanism for greenhouse gas emissions? If yes, please provide a brief description.			This answer option is not available.	
11	Does the company store/use/dispose of hazardous materials? If yes, please describe which ones and to what extent.			This answer option is not available.	
12	Over the past 3 years, have the company been fined for violating environmental/environmental legislation and/or requirements for the composition and content of permits for the use of natural resources? If yes, please provide a brief description of these penalties.			This answer option is not available.	
13	Over the past 3 years, have there been any industrial incidents (accidents, spills, etc.) that caused environmental damage? If yes, please provide a brief description of these incidents.			This answer option is not available.	
14	Has the company approved an Energy Efficiency Program/Plan? If yes, please provide a brief description.			This answer option is not available.	
15	Does the company use electricity from renewable energy sources? If so, what percentage was the share of such electricity in the company's total energy consumption over the past 3 years?			This answer option is not available.	
16	Does the company have its own renewable energy capacity? If so, what type and what installed capacity?			This answer option is not available.	

5. Social sphere

No. pp	Question	Yes	No	Not applicable	Answer to question/ A comment
1	Does the company have an approved occupational health and safety management system? If yes, please provide a brief description of it, and what certificate confirms its compliance with the standards.			This answer option is not available.	
2	Does the company have uniform standards/requirements for working conditions in accordance with legislative, regulatory and other requirements?			This answer option is not available.	
3	Does the company monitor work-related accidents among its employees? If yes, how many were injured in such accidents in the last 3 years (indicating the severity of injuries - severe, moderate, mild)?			This answer option is not available.	

4	Does the company monitor accidents related to production activities among employees of contractors and employees engaged in VOU and outstaffing? If yes, how many were injured in such accidents in the last 3 years (indicating the severity of injuries - severe, moderate, mild)?				
5	Does the company provide health and safety training to its employees? If so, how often and for which category of workers?			This answer option is not available.	
6	Does the company provide vocational training / retraining / advanced training for its employees? If so, how often and for which category of workers?			This answer option is not available.	
7	Does the company provide training on occupational health and safety for employees of contractors and employees engaged in VOU and outstaffing? If so, how often and for which category of workers?				
8	Does the company have regular contact with local communities? If yes, how?			This answer option is not available.	
9	Does the company make a financial contribution to the development of local communities/projects of local communities? If yes, how?				
10	Does the company have a professional association whose activities are aimed at protecting the rights of employees? If yes, please indicate its name.			This answer option is not available.	
eleven	Does the company have a mechanism for registering employee complaints about human rights issues? If yes, please list them.			This answer option is not available.	
12	Indicate the level of turnover of production personnel and APM for the last 3 years, in percent.			This answer option is not available.	
13	Have the companies filed claims from employees (collective of employees) related to violation of labor laws over the past 3 years?			This answer option is not available.	