

HUMAN RIGHTS POLICY

This document («Policy») sets out Grainrus Agro OOO's («Company») corporate standards in labour relations and human rights protection.

The Company respects equal human and civil rights and freedoms regardless of gender, race, nationality, language, origin, property and official status, place of residence, attitude towards religion, beliefs, membership of public associations, social, racial, national, linguistic or religious identity. No one can be constrained in their labour rights and freedoms or get any advantages on the above factors irrespective of other factors not relevant to the professional qualities of the employee.

The Company values and promotes diversity among its employees, reaffirms its commitment to a policy of equal opportunity and does not tolerate discrimination or behaviour that violates the privacy of employees in any way.

The Company focuses on supporting and promoting healthy lifestyles, protecting health, creating a comfortable and safe work environment for employees and fostering a safe work environment.

The Company supports a ban on child and forced labour.

