



Human Rights Policy

Purpose

Human Rights Policy of CASPIAN ENGINEERING SOLUTIONS LLC sets out the principles for actions and behavior in relation to human rights. The Policy and associated practices are expected to continuously strengthen in a period of time as the Company's operating procedures create an environment, where human rights are respected and to also help ensure that we do not engage in activities that directly or indirectly violate those rights.

Respect for Human Rights

CASPIAN ENGINEERING SOLUTIONS LLC as a Company respects human rights. We are committed in identifying, preventing and mitigating adverse human rights impacts arise from our business activities before or in case of occurrence through human rights due diligence and mitigation processes. We are committed to engage with stakeholders in the communities where we operate to ensure that we are listening to, learning from and considering their views while conducting our business. We respect all local and internationally recognized human rights, including those set out in the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and applicable standards of international humanitarian law. This policy sets out the principles for how we relate to our employees, contractors, suppliers, partners and community affected by our business activities. We will be particularly attentive to the human rights we at risk of impacting most and to those people most vulnerable to adverse impacts, including women, children, migrant worker and indigenous peoples. Appreciating that our performance will evolve as we mature our practices, we will continuously see to improve our human rights efforts.

We are committed to

- respect all internationally recognized human rights, and in particular treat those working for us and those impacted by our operations fairly and without discrimination
- provide safe, healthy and secure working conditions
- oppose all forms of human trafficking, forced labor and illicit forms of child labor in our value chain
- respect of people human rights in communities impacted by our activities – including in relation to their use of land, water and other natural resources
- conduct our activities securely in line with our commitment to the Voluntary Principles on Security and Human Rights

How we work

- We require all our employees and hired contractors to comply with this policy
- We expect our suppliers and business partners to follow the spirit and intent of this policy when working for or together with us
- We will strive to exercise influence in our business relationships to avoid or mitigate adverse impacts to human rights directly linked to our activities
- We will continue to systematically implement human rights due diligence into our operating model, as appropriate
- We will assess actual and potential human rights impacts from our activities and business relationships, including as appropriate by timely and meaningful engagement with those potentially affected, and aim to apply effective prevention and mitigation actions where needed
- We will provide or cooperate in providing appropriate remediation, including, where relevant, effective grievance mechanisms, where we have caused or contributed to adverse human rights impacts
- Where applicable laws or requirements prohibit us from upholding this policy, we will seek ways to ensure respect for human rights to the greatest extent possible

Jamaladdin Aliyev

Director

