

Human Rights Policy

Dear Colleagues and Partners,

The present Human Rights Policy of Carbo One Limited has a very concrete goal: to prevent human rights abuses and protect fundamental freedoms. Respect for and development of human rights are a key priority for our Company¹.

Carbo One Limited supports human rights consistent with the Universal Declaration of Human Rights adopted by the United Nations General Assembly on December 10, 1948. Besides that the Company is guided not only by the letter of the law, but conscience, honesty and integrity principles.

Carbo One Limited respects and supports the dignity, well-being and human rights of its employees, their families and the communities in which we live, as well as others affected by the Company's operations. Where human rights are threatened, Carbo One Ltd seeks to have international standards upheld and to avoid any involvement in human rights abuses, including through misuse of our equipment and facilities.

Carbo One Limited expects that our consultants, agents, contractors and suppliers will be made aware of and comply with the way we work in all their dealings with or on behalf of the Company. We will make every effort to ensure that the standards of conduct in the way we work are respected at all times.



Carbo One Limited, 2015

¹ To determine the field of applicability of the requirements and provisions of this Code, in this document "Company" means Carbo One Limited.

Rejection of the use of slave labor and child labor

Proclaiming this principle, Carbo One Ltd officially announces its rejection of the use of slave labor and the labor of illegal immigrants.

All employees carry out their activities on a voluntary basis, on the conditions prescribed by law and are not limited to the right to leave the positions held, if desired.



Stop Modern Slavery

All employees who are not residents of the state-place of work, have formalized work permit, health insurance, and are provided with everything they need for living and working in a foreign country in a comfortable environment.

The working day of the employees of the Company is fully subordinated to the existing legislation and the schedule is agreed with each employee individually, depending on his/her personal preferences based on marital status or health status.

Carbo One Limited proclaims childhood as one of the greatest moral values and never use the child labor. Minimum age of employees corresponds to the allowed age for work set up by the applicable law of the Republic of Cyprus.

All persons are born equal. No discrimination.

This fundamental principle of all declared human rights and freedoms is also reflected in the policy of Carbo One Limited.

With reference to our company is reflected in the following:

Legal equity

Legal equity means that according to which all people are equal before the law regardless of race, nationality, gender, sexual orientation, place of residence, social status, religious or political beliefs. Carbo One Limited provides equal rights to employees, regardless of their personality. Any kind of discrimination is strictly prohibited in the Company.

Equity under the God

Under this principle all employees are equal in their religion or refusal of choice of religion. The company provides equal rights for members of different religions and does not put its policy in relation to one of them.

Equity of opportunity



When considering candidates for open positions in the Company, we provide the same opportunities to participate in an interview, regardless of race, nationality, gender, sexual orientation, place of residence, social status, religious or political beliefs. Employees of the Carbo One Limited are never restricted in their careers for the above mentioned reasons.

Due to the fact that Carbo One Limited does not recognize any kind of discrimination, its employees are friendly multinational staff.

The right to education

Education is a fundamental human right and essential for the exercise of all other human rights. It promotes individual freedom and understanding, tolerance and friendship among all nations, racial or religious groups. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms.

Carbo One Limited encourages its employees to obtain additional higher education, the development of their skills and abilities. For those employees who are in process of education, the Company organizes a flexible work schedule, and otherwise facilitates the studying process. We strive to help employees grow in all directions and are proud of the high level of professionalism of our staff.



In addition to the above Carbo One Limited constantly organizes various training and educational courses for its employees. The Company's staff regularly improves its foreign language skills and runs trainings in the best institutions of post-graduate education. Our main goal is to empower our employees with the skills and opportunities they need to build a career in our Company that creates a better future for themselves, their communities, and the world.

The right to take part in cultural life

Cultural rights are an integral part of human rights and, like other rights, are universal, indivisible and interdependent. The full promotion of and respect for cultural rights is essential for the maintenance of human dignity and positive social interaction between individuals and communities in a diverse and multicultural world.

Unquestionably, the right of indigenous peoples to live, preserve and pass on their cultural traditions is an important element of the right to take part in cultural life.

Cultural life takes many forms: traditional culture, high culture, popular culture and even digital culture. Cultural life is ever-changing, as the result of individual creativity reinterpreting existing knowledge as a cultural resource. The right “to take part in” culture consists in the ability to consume and to create, individually and with others and in ability to watch the process of creating.

Carbo One Ltd not only recognizes the present basic human right but also contributes to its implementation. The Company spiritually enlightens its employees through regular corporate visits to cultural institutions such as theaters, exhibitions, museums and others. The joint cultural values unite not only employees, but also their families. Sport and cultural events passing several times a year have become an integral part of the corporate culture of the Company.



Cultural participation requires access to materials and tools, and freedom to create and share, including freedom from fear of criminal or civil prosecution or any other liability for acts of creativity and participation. Carbo One Limited never discriminates its employees under the facts of their participation in cultural life, their expression of individuality.

Speak or write freely and join a peaceful group to express one's opinion

Freedom of speech is the political right to communicate one's opinions and ideas using one's body and property to anyone. The term freedom of expression is sometimes used synonymously, but includes any act of seeking, receiving and imparting information or ideas, regardless of the medium used.

Despite the fact this human right is connected to the political aspect of one's person life, it is also reflected in Carbo One Ltd's policy.

As for the political aspect the Company provides freedom of the political rights of workers, freedom of speech and the expression of their interests.



The Company does not limit the activities of employees to express their opinions about the structure, carrying out the work in the company, working conditions and other aspects of Company's life. None of the employees is not subject to disciplinary or other liability or discrimination of any kind for the implementation of his or her freedom of speech or joining a peaceful group to express his or her opinion. The Company is trying to listen to the employees about the situations inside the Company and to take all necessary actions.

Regular meetings of directors and employees (as public as private) are practiced in the Company with a view to ascertaining whether employees are satisfied with the organization of their work and other aspects of the Company's activity, during which every employee can express his or her desire or ideas regarding the work of the company personally to directors.

No sexual harassment

All employees of Carbo One Ltd are responsible for ensuring that the workplace is free from sexual harassment. Because of Carbo One Ltd's strong disapproval of offensive or inappropriate sexual behavior at work, all employees must avoid any action or conduct which could be viewed as sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually harassing nature, when:



- submission to the harassment is made either explicitly or implicitly a term or condition of employment;
- submission to or rejection of the harassment is used as the basis for employment decisions affecting the individual;
- the harassment has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

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For sexual harassment at the workplace in the Company disciplinary liability including dismissal is established.

CARBO ONE LIMITED

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