



WORKERS WELFARE POLICY

DALEKOVOD OSO Ltd is committed to providing workers, sub producers and temporary workers who work on our behalf with a safe, protected, comfortable and ethical working environment. The company guarantees the safety of employees from physical or psychological abuse, humiliation, or harassment in the workplace.

The scope of activities of DALEKOVOD OSO Ltd is: designing, developing, manufacturing, and selling suspension and jointing equipment, and providing metal processing services. Suspension and jointing equipment for transmission of low, medium, and high voltage lines, contact networks for railway lines and urban rail systems, substations, and switchgear up to 750 kV.

In the scope of its activity DALEKOVOD OSO Ltd is committed and obliged to fair treatment of workers, including prohibitions on discrimination/harassment/retaliation, human trafficking and forced or child labor; freedom of association and right to collective bargaining per local law; timely payment of all legally required wages; and access to a fair and safe grievance process where complaints can be raised without fear of retaliation.

DALEKOVOD OSO Ltd does not discriminate against any employee or job applicant on the basis of their age (within the statutory limits), race, religion, color, sex, disability, ethnic origin, marital status, sexual orientation, or gender identity in relation to all terms and conditions of employment, including recruitment, promotion, degradation, engagement, termination of employment, amount of salary or any other form of remuneration, or selection for training.

The Workers Welfare Policy applies to all levels of employees in the DALEKOVOD OSO Ltd