



APPROVED  
by Order No. 01-09/15 of the CEO  
of PJSC LSR Group,  
dated 03 October 2019

## **PJSC LSR GROUP HUMAN RIGHTS POLICY**



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## Introduction and general provisions

PJSC LSR Group (“LSR Group”) is one of the leading real estate developers and building materials producers in Russia.

LSR Group acknowledges the importance of upholding human rights in all of its activities.

In this policy (“Policy”), LSR Group has set out its position on compliance with the law and state regulations and on adherence to voluntary commitments concerning the protection of human rights.

### Regulatory framework

LSR Group adheres to the principles of human rights as enshrined in the following:

- the legislation of the Russian Federation;
- the principles of the United Nations Global Compact;
- the Universal Declaration of Human Rights;
- the Declaration of the International Labour Organization *On Fundamental Principles and Rights at Work*;
- the International Covenant on Civil and Political Rights;
- the International Covenant on Economic, Social and Cultural Rights;
- the Guiding Principles on Business and Human Rights, as approved by the UN.

### Obligations

LSR Group has committed to the following fundamental obligations:

- complying with the requirements of the legislation of the Russian Federation and being guided by internationally recognized documents on human rights;
- forbidding the following:
  - the use of any form of child or forced labour;
  - discrimination, including on the basis of gender, race, skin colour, nationality, language, place of origin, property, family, social, or official status, age, place of residence, religion, beliefs, or affiliation/non-affiliation with public associations or social groups of any kind;
- creating a safe and appropriate working environment for its employees;
- providing its employees with equal opportunities in selection, hiring, evaluation, promotion, development, training, disciplinary procedures, compensation, and termination of employment contracts;
- in cases of violation of human rights, taking steps to eliminate and prevent such violations;

- taking measures to:
  - prevent human rights violations;
  - familiarize employees, business partners, and other stakeholders with this policy to create a shared commitment to the principle of respect for human rights;
- openly interacting with stakeholders on issues surrounding the protection of human rights;
- ensuring that complaints and appeals, including those related to human rights violations, can be successfully submitted and considered in line with the principle of confidentiality.

### **Providing information**

In order to improve its processes and to prevent and combat abuses and illegal activity, LSR Group operates the Trust hotline, an internal corporate helpline and email address, as well as a public email address: [trust@lsrgroup.ru](mailto:trust@lsrgroup.ru).

Using this communication channel, interested parties are able to send confidential messages and complaints, including those related to human rights violations.