



## EQUALITY, DIVERSITY & INCLUSION POLICY

### HORIZON INC LLP

HORIZON INC LLP strives to dominate the Kazakhstani market as a training services provider in the field of occupational health, safety and emergency response, technical training and consulting services for the companies operating in oil and gas industry and construction.

Horizon INC LLP is committed to equality, diversity and inclusion in all its activity by

- discrimination challenge with active manner
- promotion of equality of opportunity
- promotion of equality of access
- providence of a safe, supportive, and welcoming environment in the company.

Horizon INC LLP is committed to treat all employees, learners, contractors, and job applicants fairly and equally, regardless of their age, disability, race, religion and belief, gender, and sexual orientation.

For that we will, as far as is reasonably practicable:

- Treat all the employees and learners with respect and dignity, and seek to provide a positive working and learning environment free from discrimination
- Ensure the learners with a statement of special educational needs receive necessary educational and welfare support
- Not unfairly discriminate against any job applicant or employee when recruiting, learners at training and study
- Treat all employees and job applicants fairly in relation to all our employment policies and procedures
- Value and respect the identities and cultures of our employees, contractors, learners, and service users
- Operate a clear zero tolerance policy towards abusive or discriminatory behavior
- Provide a safe place for learners, employees, visitors
- Act promptly if any complaints are received
- Ensure complaints of anti-discriminatory practice are taken seriously
- Make all employees aware of their responsibility for promoting equality, diversity, and inclusion in their work

This policy applies to all workers including employees, consultants, temporary workers, agency staff, secondees, and other third parties working on behalf of Horizon INC LLP.

Any breaches to comply could result in disciplinary actions.

**The Company assumes responsibility for the implementation of this policy.**

General director  
HORIZON INC LLP  
Malik Bakytbek  
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