

# Human Capital Development and Management Policy



**Magonova & Partners** recognizes that human capital is a key asset for achieving strategic goals and driving company growth. Our policy focuses on developing and supporting talent, ensuring conditions for professional growth, and creating a conducive working environment.

The objective of this Policy is to build a highly qualified and motivated workforce capable of efficient and productive work, while ensuring decent working conditions in line with the Agency's goals and international standards in labor law and human rights.

This Policy applies to all stages of human capital development and management within the Agency, including recruitment and placement, training and skills development, labor motivation, career management, communication, and the formation of a personnel reserve, regardless of gender, race, skin color, nationality, language, origin, age, or other circumstances not related to the employee's professional qualities.

## SUPPORT FOR WAR VETERANS AND RELOCATED PERSONS

Recognizing the unique contributions and challenges faced by war veterans and individuals who have been relocated due to conflict, Magonova & Partners is committed to providing tailored support. This includes specialized training, career development opportunities, and flexible working conditions to ensure their successful integration and growth within the company. Additionally, these individuals are considered prime candidates for employment, reflecting our dedication to leveraging their skills and experiences for mutual benefit.

## KEY PRINCIPLES

- **Inclusivity and equality** – ensuring equal opportunities for all employees, regardless of gender, race, nationality, age, religion, sexual orientation, or other characteristics.
- **Professional development** – creating conditions for continuous learning and skills enhancement for employees.

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## KEY PRINCIPLES

- **Engagement and motivation** – involving employees in decision-making processes and supporting their motivation through appropriate reward and recognition systems.
- **Health and well-being** – providing a safe and healthy working environment and supporting employees' physical and mental health.
- **Innovation and creativity** – encouraging innovative approaches and creativity at work, supporting initiatives and new ideas.

## HUMAN CAPITAL DEVELOPMENT STRATEGY

- **Recruitment and hiring** – implementing transparent and efficient hiring processes that attract top talent. Utilizing modern recruitment methods, including social media and professional platforms.
- **Training and development** – regularly conducting training sessions, seminars, and workshops to enhance employees' professional skills. Collaborating with leading educational institutions to organize specialized training programs.
- **Career growth** – creating clear career paths and development plans for each employee. Conducting regular performance evaluations and providing feedback to facilitate professional growth.
- **Performance management** – implementing performance management systems that allow for the evaluation of employee achievements and the identification of areas for improvement. Using KPIs and other metrics to monitor effectiveness.

## EMPLOYEE SUPPORT

- **Feedback and communication** – regularly meeting with employees to discuss their needs and expectations. Using various communication channels to ensure transparency and openness within the company.

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## EMPLOYEE SUPPORT

- **Reward and benefits systems** – developing competitive reward systems that include both financial and non-financial incentives. Providing social benefits such as paid leave and health support programs.
- **Corporate events** – enhancing teamwork and increasing productivity through corporate events, team-building activities, and more.

## ENSURING COMPLIANCE WITH STANDARDS

- **Ethical standards and legal compliance** – adhering to ethical standards in all aspects of human capital management. Ensuring compliance with legislative, including international, labor and employment requirements.
- **Audit and monitoring** – regularly conducting internal audits and monitoring human capital management processes to identify and address potential shortcomings.
- **Stakeholder engagement** – involving and supporting all stakeholders to improve the efficiency and effectiveness of the human capital development and management system.

## FINAL PROVISIONS

This policy is an integral part of Magonova & Partners' strategy and will be regularly reviewed and updated to ensure its alignment with current market requirements and conditions. We strive to create favorable conditions for the work and development of our employees, which will contribute to the overall goals of the company.