

Unofficial translation of the [document](#) from the Uzbek language.

**POLITICS
against corruption
Uzbekexpertiza JSC**

Chapter 1: General Provisions.

1. Anti-corruption policy (hereinafter - the Policy) reflects the commitment of JSC "Uzbekexpertiza", its territorial and structural subdivisions (hereinafter - the Company) to high ethical standards in order to increase the level of anti-corruption culture both among employees and in the society as a whole, as well as the rejection and prevention of committing corruption offenses by employees of the Company in their activities.

2. This policy is developed taking into account the requirements of the Law of the Republic of Uzbekistan "On Combating Corruption", Presidential Decrees No. UP-6013 of June 29, 2020 "On additional measures to improve the system of combating corruption in the Republic of Uzbekistan", No. UP-6247 of June 16, 2021 "Ensuring openness of the activities of state bodies and organizations, as well as public control of additional measures for effective implementation", Resolution No. PF-5729 of May 27, 2019 "On measures to further improve the system of pro Requirements and Recommendations on their application".

ISO 37001:2016 "Anti-Corruption Management System" of JSC "Uzbekexpertiza" is applied within the framework of the general financial and economic activities of the Company, including for the purposes of providing services on expert examinations, certification of origin of goods, inspection of foreign trade works and expert examination on the quality of goods.

3 The Company adopts policies based on the specifics of its activities, develops and implements its own anti-corruption mechanisms based on specific and residual corruption risks and available resources.

4 The main objectives of the fight against corruption in the Company shall be:

- understanding and compliance by the Company's employees with the requirements of the relevant Laws of the Republic of Uzbekistan, as well as internal documents on combating corruption;
- reduction of corruption risks and eradication of corruption in the Company;
- implementation of measures to prevent corruption in all areas of the Company's activities;

- raising the level of legal awareness and legal culture of employees about the Company's activities, formation of an uncompromising attitude towards corruption in society;
- ensuring transparency and compliance with the standards of behavior of the Company's employees;
- timely detection, suppression of corrupt acts, elimination of their consequences, causes and conditions contributing to their occurrence, ensuring the principle of inevitability of responsibility for committing corrupt acts.

5. The Company's management bodies shall comply with the requirements of the anti-corruption management system and continuously improve this system.

6. The requirements of this Policy apply equally to all employees of the Company regardless of their position and functions.

7. Any person entering the Company's employment shall familiarize himself/herself with this Policy under signature and comply with its requirements.

8. For the purposes of this Policy, the following basic concepts and terms shall be used:

affiliated persons - persons participating in the authorized capital of commercial organizations jointly with the Company's employee, except for cases when they own less than five percent of shares of joint-stock companies whose shares are publicly traded on the Republican Stock Exchange;

state bodies and institutions - bodies of state power and administration, self-governing bodies of citizens (including ministries, services, agencies, centers, etc.). departments) and their structural subdivisions;

business hospitality signs - expenses of third parties for or in the interests of the Company's employees related to establishment and/or maintenance of cooperation, made in the course of business, including expenses of third parties for business dinners, transportation, accommodation, entertainment, etc.;

counterparty - any legal entity or individual who has entered into contractual relations with the Company (except for labor relations);

Corruption means the unlawful use by a person of his or her official or official position for the purpose of obtaining material or non-material benefit

in personal interests or in the interests of other persons, as well as the unlawful provision of such benefit;

corruption risks - the risk of corruption actions by the Company's employees or third parties on behalf of the Company and/or in its interests;

Corrupt practices - direct or indirect, personally or through third parties, receiving, demanding, extorting, offering, promising and giving a bribe, i.e. money, securities, other property, services of a proprietary nature, other property rights for an action or inaction on the part of an employee in the interests of the bribe-giver, mediation in giving and/or receiving a bribe, receiving payments to simplify formalities, unlawful use by a person of his/her official position for the purpose of receiving a bribe and for other unlawful purposes; unlawful use of a bribe by an employee in the interests of the bribe-giver.

Corruption offense - an act possessing the characteristics of corruption, for the commission of which the legislation of the Republic of Uzbekistan provides for liability;

anti-corruption system - a set of measures to prevent corruption offenses of applicable laws and internal acts, to ensure a high level of professional and ethical conduct of activities by the Company's employees.

anti-corruption system - a set of measures to prevent corrupt practices, violations of the anti-corruption legislation of the Republic of Uzbekistan and the Company's internal documents on anti-corruption, to ensure professional and behavioral activities of the Company's employees;

Cronyism (a type of favoritism based on friendship ties) - using power and/or reputation to grant improper favors to friends or confidants;

official - a person appointed or elected under permanent, temporary or special competence, performing the duties of a representative of power or exercising organizational, managerial, administrative and economic functions at enterprises, institutions, organizations, regardless of the form of ownership, in state bodies, self-government bodies of citizens, a person authorized to perform legally significant actions, as well as a person exercising these functions in an international organization or in the legislative, executive and legislative bodies of the Russian Federation.

conflict of interest - a situation in which personal interest (direct or indirect) of an employee of the Company affects or may affect the proper fulfillment of his/her official duties and in which a conflict arises or may arise between the personal interest of the employee and the interests of the Company;

parochialism is working towards local benefits and interests. In this case, the admission, rotation and appointment of a person to a position without taking into account his or her compliance with the qualification requirements for the position, due to his or her racial origin (being a representative of the nobility or a famous dynasty and recognized by society) and the position held by close relatives;

nepotism (acquaintance, kinship; manifestation of favoritism based on family ties) - use of power and (or) influence, as well as accrual of unjustified bonuses to close relatives and (or) friends, employment and appointment of close relatives and friends to the detriment of the Company's interests;

facilitation payments - money, property, property rights, services and other tangible or intangible benefits that are improperly provided in order to ensure or accelerate the fulfillment of standard procedures or actions, which are not stipulated by the relevant legislative and regulatory norms and rules;

nepotism - personal interest of the Company's employee in the form of subjective, favorable and unfavorable treatment of third parties on the basis of belonging to one dynasty in which they are ancestral descendants;

Favoritism - prioritizing the interests of one person and/or group of persons over the interests of another person and/or group of persons, Selection and placement of personnel in the Company, promotion of positions, awarding bonuses and recommending for state awards, failure to observe order in situations related to granting vacations or sending to business trips and foreign business trips, establishing consistency in the consideration of appeals, as well as work and duty schedules.

charity (charitable assistance) - property, including monetary funds of legal entities and individuals (benefactors) allocated for charitable purposes for the Company;

international organization - any international organization established by States, Governments or other international organizations regardless of their organizational form and powers, including regional economic integration organizations.

employee - an individual who has entered into labor relations with the Company;

sponsorship (sponsorship assistance) - voluntary gratuitous assistance of legal entities and individuals rendered for the purpose of sponsorship to other legal entities and individuals when transferring property, including

monetary funds, on non-refundable or preferential terms, when performing works, rendering services and supporting them in other forms;

intercession - protection of an employee of the Company in the form of creation of comfortable working conditions by another superior employee;

close relatives - persons who are related or related to each other, i.e., parents, blood and half-brothers and sisters, spouses, children, including adopted children, grandparents, grandchildren, as well as parents, blood and half-brothers and sisters of spouses;

Chapter 2: Important principles in the fight against corruption

9. The Company shall implement the anti-corruption system based on the following principles:

- legality. Anti-corruption measures in the Company are implemented in accordance with the requirements of the legislation of the Republic of Uzbekistan, as well as in strict compliance with the established internal acts of the Company;

- zero tolerance to corruption. The Company shall not accept any forms and manifestations of corruption in all areas of its activities. The Company's employees are prohibited from directly or indirectly participating in activities that may lead to corruption risk;

- openness and transparency. Informing the Company's employees and counterparties, as well as the general public about the measures taken and implemented to counteract corruption in the Company's system;

- preventive, systematic and integrated anti-corruption measures. The Company gives priority to the implementation of preventive measures aimed at eliminating the causes and conditions contributing to the commission of corrupt acts and the realization of corruption risks. The implemented anti-corruption measures and procedures are commensurate with the level of identified risks and are integrated into the anti-corruption system integrated into all functions and activities of the Company;

- inevitability of liability for corruption offenses. The Company's employees who have committed corruption offenses, regardless of their status and position, will be held liable in accordance with the Company's internal acts and applicable laws;

- utilization of the achievements of technical progress. The society shall strive to use the latest technical achievements of scientific progress in building the anti-corruption system, including integrated information systems;

- direct access to the management. Each employee of the Company may freely apply to the General Director of the Company in the presence of reliable and substantiated information on the commission of a corruption offense in order to take the established measures;
- interaction with representatives of civil society. In performing its functions, the Company shall engage representatives of civil society for the purpose of independent control over the Company's activities on a fair, objective and independent basis;
- continuous improvement of the anti-corruption system. Based on the results of monitoring and control of the anti-corruption system and realization of corruption risks, the Company shall take measures to continuously improve the efficiency of the anti-corruption system.

Chapter 3: Main areas of the fight against corruption

1-§. Conflict of interest management

10. All employees of the Company are strictly prohibited to participate directly or indirectly, personally or through intermediaries, in any corrupt practices, i.e. receiving, demanding, extorting, offering, promising and giving money, securities, other property, services of a proprietary nature, other property rights for an action or inaction on the part of the employee in the interests of the bribe-giver, receiving payments to simplify formalities in order to bypass the established rules, unlawful use by a person of his/her official position for the purpose of receiving a bribe.

11. The Company's employees shall disclose personal interest leading to or resulting in a conflict of interest in accordance with the declaration of conflict of interest upon hiring, promotion and rotation on an annual basis and as appropriate situations/conditions arise.

12. The process of disclosure of information on conflict of interest and its resolution by the Company's employees shall be determined by the internal departmental document on the procedure of conflict of interest management in the Company.

13. Effective control procedures to identify conflicts of interest should be implemented in all functions in which the Company's employees interact with third parties (e.g. organization of competitive bidding, calculation of ratings, etc.).

2-§. Acceptance of gifts and hospitality on business.

14. Receipt of gifts from individuals and legal entities, including in the form of loans, guarantees, sureties, bonuses, financial assistance, non-cash and

cash or cash equivalents, securities, cryptocurrencies, other tangible assets or services as part of the performance of their official duties is prohibited.

However, gifts provided at conferences, seminars and various similar meetings, the value of which does not exceed the one-time base calculation amount, are an exception.

15. In order to prevent internal corruption in the Company, the following shall be observed when giving gifts not related to acceptance of official duties among employees and related to the employee's personality:

- shall not create a conflict of interest situation for the donor and shall not create any obligation to the donor;
- the gift is given openly, the giving of gifts is not hidden;
- a gift may be given only on recognized holidays (birthday, birth of a child, Defender of the Fatherland Day, International Women's Day, New Year's Day, etc.);
- gifts shall be given in the presence of at least three employees of the Company;
- when giving a gift, clearly describe the event that prompted the gift;
- The total value of the gift (including all taxes and fees) shall not exceed four (4) times the base assessment;
- the amount spent by one employee of the Company on a gift to another employee shall in any case not exceed one (1) base pay.

16. For the avoidance of doubt, gifts and other material valuables listed in paragraph 16 of this Policy received in connection with any holidays (including, but not limited to, birthday, birth of a child, etc.) from employees of other government agencies and organizations, partners and counterparties, other individuals and legal entities not listed in paragraphs 14 and 15 of this Policy are prohibited.

17. Gift-giving at international conferences, symposiums and other business (official) meetings on behalf of the Company shall be made by order of the Director of the Institute and shall not exceed 4 (four) times of the base assessment (together with all taxes and fees)

18. In case of any doubts about the legitimacy of accepting or giving a gift, the Company's employee should seek advice from the internal anti-corruption control structure.

3-§. Participation of the Company's employees in work activities

19. Participation of the Company's employees in events (exhibitions, seminars, conferences, etc.) on work at the invitation of international and other organizations is allowed under the following conditions:

- the event complies with the Law of the Republic of Uzbekistan "On Combating Corruption", principles and requirements of this policy and other internal documents of the Company;
- the event serves the legitimate interests of the Company or the invited party;
- if the event will not influence the adoption of certain decisions by the Company's employees, as well as does not have the purpose of secret illegal rewarding providing for obtaining any illegal benefits (for example, to recommend customers to contact the design and research organization conducting the event);
- in case of disclosure of information about participation in such event, it does not create a risk for the Company and the party accepting or offering the invitation;
- the event is in line with recognized scientific and business practices and is not of an entertainment nature;
- if the event is appropriate, in substance and cost, not too luxurious, expensive, informal and not often repeated.

20. If the organizer of business events (seminars, symposiums, round tables, etc.) is the Company itself, such business event shall comply with the requirements set forth in this Policy.

4-§. Regulation of the process related to personnel (selection of personnel, promotion, financial incentives)

21. The process of selection, attestation and performance evaluation of the Company's employees, including accrual and payment of bonuses, allowances and other incentives, shall be transparent, equal and objective for all employees and shall comply with the basic principles and requirements of this Policy.

22. The process of selection and appointment of candidates to the Company is accompanied by guidelines for screening candidates for admission to the Company and due diligence in accordance with other internal documents of the Company and the procedure for managing conflicts of interest.

23. The company shall prohibit granting any unjustified benefits to a candidate (employee) during promotion of employees who make decisions in personnel matters, during appointment to a position, during inclusion in the staff, etc.

24. Selection for vacant positions should be made on a competitive basis in accordance with the requirements of the position. The main attention will be paid to the candidate's qualifications, professional and scientific achievements.

25. The company should develop a procedure and criteria for evaluating important performance indicators of employees and encouragement of employees should be based on it. These indicators should be objective, transparent and open for familiarization of the Company's employees.

5-§. Conducting studies and inspections of the Company's subdivisions' activities in the relevant part

26. When conducting various inspections, research, monitoring (hereinafter referred to as the objects of inspections), the Company's employees:

- do not allow conflicts of interest to arise;
- do not carry out verification, research, inspection of the monitored object independently;
- do not remain alone with visitors of the object of inspection, study, monitoring or their representatives during personal visits to the Company, its territorial and structural subdivisions;
- shall not conduct inspection, examination for the purpose of falsification of possible violations, misinterpret the Legislation of the Republic of Uzbekistan and decisions of the Government, shall not threaten employees of the inspected object with transfer of the revealed facts to law enforcement or other state bodies;
- not to threaten employees of the object of inspection, study, monitoring;
- should not be interested in issues outside the scope of the inspection, study, monitoring;
- provide legal assessment of each violation identified during the inspection, research, monitoring;
- make video or photographic recordings of violations, enter information about violations into information systems used by the Company;
- if representatives of the object of inspection, examination, monitoring provide a Company employee with a bribe or any material values or

services in order to conceal the identified violations, immediately inform the head of the working group for inspection and the internal supervisory structure for combating corruption in the Company;

- objectively treat the representatives of the object of inspection, study, monitoring in accordance with the principles of behavior of the Company's employees.

27. A commission shall be established to consider all types of objections received based on the results of inspections, research and monitoring conducted by the Company.

6-§. Ensuring transparent and efficient interaction with authorized state bodies, counterparties and third parties

28. The Company shall not engage suppliers, contractors and other third parties to make any payments or actions contrary to the principles and requirements of this policy and the Legislative Acts of the Republic of Uzbekistan on Combating Corruption.

29. In relations with counterparties the Company follows the principles of legality and transparency.

30. The Company has introduced a fair, open and transparent process of selecting suppliers, contractors and other contractors based on the use of objective criteria, as well as a transparent procedure for determining the cost of purchased goods and services, which are regulated by the Law of the Republic of Uzbekistan "On Public Procurement" and internal documents of the Company.

31. The Company in interaction with counterparties:

- checks the reliability of the counterparty in accordance with the instruction on counterparty verification in the Company and the requirements of the Law of the Republic of Uzbekistan "On Public Procurement", including the involvement or absence of the counterparty in corrupt activities in the past, the presence or absence of a conflict of interest with the Company's employees;

- informs the potential contractor (winner of selection, tender, competition, tender and direct contract procurement contractor) of its anti-corruption principles and requirements by including special anti-corruption clauses in the text of the contract with it.

32. When interacting with authorized state bodies (for example, when issuing a license, participating in specialized councils, approving various documents, objects, etc.), the Company shall ensure transparency and

objectivity of document review and, if necessary, require additional information on the reasons why these state bodies came to negative and other conclusions.

7-§. Ensuring a transparent and efficient charity and sponsorship process

33. The Company may accept charitable and sponsorship assistance in cases established by the Law of the Republic of Uzbekistan "On Charity".

Avoid conflicts of interest when receiving such assistance, effectively use the funds for the purposes specified in the contract and ensuring targeting, as well as disclosure of information on charitable and sponsorship activities on the Company's official website.

34. Charitable or sponsorship assistance accepted by the Company shall not be in the form of a hidden bonus and shall not influence individual employees of the Company to make decisions in favor of the benefactor or sponsor, his close relatives, persons related to them, as well as persons with a personal interest in the benefactor or sponsor.

35. The following requirements must be met when the Society receives a charitable or sponsorship donation:

- a contract must be concluded with the donor or sponsor, which specifies the purpose of receiving and using the donation or sponsorship, the forms of assistance, the amount of assistance in monetary terms and the method of reporting to the donor or sponsor;
- include anti-corruption clauses in such a contract;
- posting information on charitable or sponsorship assistance received on the Company's official website on the Internet within 10 days.

8- § Anti-corruption examination of internal documents

36. When conducting legal examination of internal documents, the Company's Legal Service shall examine the presence of corruption factors that provide an opportunity for corrupt practices and their exclusion from the documents. Based on the results of the examination, a conclusion is prepared and a checklist is filled out.

9- § Introduction of new technologies into the sphere of society's activities

37. In order to minimize corruption risks, the Company's employees perform their functions and job duties using information technologies (if available).

38. When conducting competitive bidding within the framework of public procurement, the Company's employees use information technologies and interact with bidders using the possibility of integration with other electronic systems in online electronic mode.

10- § Videotaping and broadcasting of the society's activities

39. In order to control the activities of employees, audio and video recording cameras have been installed in the Company's buildings, the recordings of which are reviewed by the Company's responsible employees.

40. The Company's official Internet sites host online broadcasts of certain processes with a high level of corruption risks (in particular, interviews with employees, their testing, commission meetings, etc.).

Chapter 4: Elements of an anti-corruption system

§ 1- Existence of important internal anti-corruption documents

41. The anti-corruption system shall be based on:

- this Policy;
- rules of behavior of the Company's employees;
- The procedure for managing conflicts of interest in the company shall constitute the principles and requirements reflected in the Articles of Association.

42. Society leaders should set an example of superior leadership to employees.

43. The head of the company and his/her deputies, as well as heads of structural subdivisions of the organization shall serve as a model of honest, fair and independent conduct in relations with subordinates, citizens and legal entities and thus contribute to the formation of an uncompromising attitude towards corrupt practices.

44. The Head of the Company and his deputies, as well as heads of the Company's structural divisions demonstrate leadership with regard to the creation and implementation of an effective anti-corruption system by introducing effective anti-corruption measures and procedures in the functions (areas) of risk of the Company's activities.

2-§. Identification and assessment of corruption risks

45. Identification of corruption risks inherent in the Company's activities and assessment of the nature of functions of the Company's organizational

structures shall be carried out through interaction with other persons, as well as in accordance with the methodology for assessing corruption risks in the Company, taking into account external and internal factors.

46. Corruption risk assessment shall be carried out at least once a year. The results of corruption risk assessment will be reviewed by the Company's head. Anti-corruption measures and procedures minimizing the identified risks are reflected in the Company's Anti-Corruption Program or roadmaps.

3-§. Group/entity responsible for combating corruption

47. A separate internal anti-corruption control structure will be established to form an effective anti-corruption system in the society.

48. The Company's internal anti-corruption control structure operates on the basis of the Regulations on the Internal Anti-Corruption Control Structure and reports directly to the General Director of the Company. The duties of this structure are assigned to a responsible employee on the basis of the Company's order.

49. The head of the company shall ensure a sufficient level of independence and the necessary resources to realize the objectives of the internal anti-corruption control structure.

The internal anti-corruption control structure has powers:

- control over the development and implementation of the requirements of the anti-corruption management system in the Company;
- counseling employees on the anti-corruption management system and corruption;
- ensuring compliance of the anti-corruption management system with the requirements of the international standard ISO 37001;
- in agreement with the Director General, report to the authorized bodies on the implementation of the anti-corruption management system of the management body, and if necessary.

The internal anti-corruption control structure has the right to communicate directly and promptly with the Managing Authority when necessary to address at a high level any issues or concerns regarding the anti-corruption management system.

50. The HR Department of the Company in accordance with the procedure stipulated by the Regulation on Conflict of Interest Management shall

systematically and timely collect and analyze information on close relatives of employees and related persons.

51. Ethics Commissions shall operate in all the Company's institutions in a special order. The Ethics Commissions in the Company shall consider the issues of compliance with the norms of ethical behavior of the Company's employees, as well as participate in the process of settling situations related to conflict of interest in accordance with the procedure established by the Regulations on Conflict of Interest Management in the Company.

§ 5 Ensuring that the Company's employees and third parties are informed about anti-corruption activities.

52. In order to reduce corruption risks, the Company shall post basic information on this Policy and their implemented anti-corruption measures on their official websites.

The Company spends every effort and opportunity to inform and explain to employees and other stakeholders the legislative acts of the Republic of Uzbekistan related to the fight against corruption, as well as the implemented anti-corruption principles, measures and requirements:

- sending constant messages by the Company's management via e-mail and other means of communication about the importance of compliance by the Company's employees with the norms and requirements adopted against corruption;
- at least once a year, ensure regular and systematic training and testing of the Company's employees on the basics of anti-corruption in accordance with the Company's Anti-Corruption Training Plan;
- Organizing mandatory anti-corruption courses when hiring new employees, familiarizing them with this policy and other internal anti-corruption documents of the Company;
- Determination of special anti-corruption training programs for positions in the Company with a high risk of corruption. Information on training courses/trainings held is kept in the Company's HR Department;
- organizing anti-corruption campaigns using audio and video clips and other informational materials aimed at raising awareness of employees and customers about anti-corruption measures taken and forming an intolerant attitude towards corruption;
- advising the Company's employees on the internal anti-corruption control structure when questions arise related to the application of the provisions of

this policy or the implementation of anti-corruption measures and procedures;

- active promotion of anti-corruption behavior in the Company by the internal anti-corruption control structure based on the approved plan;
- Inclusion of anti-corruption provisions in labor contracts. The Company will include anti-corruption provisions in the existing employment contracts of employees to be entered into with new employees of the JSC, as well as within the framework of revision of terms and conditions from the date of entry into force of this policy;
- Inclusion of anti-corruption clauses in contracts concluded with counterparties, partners, benefactors, sponsors of the Company. Anti-corruption terms and conditions shall be included in contracts concluded with new counterparties, partners, benefactors, sponsors of the Company (based on the results of procurement through e-shop, e-auction and contracts concluded with state natural monopolies (except for contracts concluded with post office, electricity, gas supply, water supply, railways, airways, etc.) from the moment this policy comes into force. Anti-corruption clauses are included in contracts concluded before the adoption of this policy, as part of the revision of the terms and conditions or by initiative.

§ 6- Monitoring, control and reporting

53. The internal anti-corruption control structure carries out continuous monitoring, control and evaluation of efficiency, sufficiency and balance of anti-corruption procedures implemented in the Company. Based on the results of monitoring, the Company will take appropriate measures to form an anti-corruption system.

54. Monitoring and control in the Company is carried out on the basis of the methodology for monitoring and control of the effectiveness of anti-corruption procedures in the Company and is carried out in accordance with other internal documents of the Company.

55. The anti-corruption system should be monitored in the following main areas:

- monitoring the recommendations of international and foreign organizations on the creation and support of an effective anti-corruption system;
- monitoring the availability of information on the involvement of mass media in corrupt actions of the Company or its employees, as well as

similar information in the history of the Company's counterparties or partners;

- monitoring of the Company's internal processes and functions on a competitive basis in order to improve them and ensure the reliability and efficiency of the anti-corruption system to identify ineffective observations and procedures;
- monitoring of completeness and efficiency of implementation of the items of the Anti-Corruption Program or the Company's roadmap;
- verification of compliance by the Company's employees with anti-corruption requirements and procedures;
- Checking the awareness of the Company's employees on the basic principles and requirements of anti-corruption.

56. The effectiveness of the Company's anti-corruption system (absence of corruption risks) is verified through internal audit of the anti-corruption system, including requirements established by the Company and control over compliance with procedures.

57. The outcomes and results of monitoring and control of the anti-corruption system are reflected in reports on the state of the anti-corruption system. The formation of reports and the procedure for submission are set out in the internal departmental document on combating corruption in the Company.

7-§. Liability

58. Compliance with this policy and the Company's anti-corruption requirements and procedures is the responsibility of each employee in the performance of his/her official duties. Employees are personally liable for violation of requirements and procedures on anti-corruption issues established by this policy and other internal documents of the Company.

59. Following the principle of intolerance (aversion) to corruption, all Company employees are strictly prohibited from participating in any corrupt practices directly or indirectly, personally or through intermediaries, i.e.:

- demand, request, accept or receive illegal profits from any person by unlawful use of his or her official and official position, abuse of office and authority;
- to urge an official or any other person to illegally perform his/her official duties (bribe, bribery) in order to influence (ensure inaction) on his/her

actions and/or obtain by the person, including illegal advantages in the interests of the Company, to offer, promise, testify to this;

- charging, receiving or making facilitation payments;
- Mediation in bribery or bribery, including providing a bribe to the bribe-giver or assisting the bribe-taker in reaching an agreement to receive and transfer profits between them;
- other acts or omissions of the Company's employees that contribute to the emergence of facts of conflict of interest.

60. Employees shall report to their supervisor and the Company's internal supervisory structure all cases involving persons approached to encourage them to commit corrupt acts, as well as corrupt acts committed by other employees known to them.

61. For each fact of corruption committed by the Company's employees, taking into account the principle of zero tolerance to corruption, an internal audit shall be conducted in accordance with the procedure stipulated by the Regulations on conducting internal audits in the Company and other internal documents.

62. The Company's employees who violated the requirements and procedures of anti-corruption set forth in other internal documents of the Company, irrespective of their position and other factors, shall be liable on the grounds stipulated by the anti-corruption legislation of the Republic of Uzbekistan and internal documents of the Company.

63. In case of detection of corrupt practices, the Internal Control structure for combating corruption analyzes the reasons for their occurrence and continuously improves the anti-corruption system.

64. The results of internal audits shall be continuously presented to the Head, heads of the Company's Collegiums and relevant structural subdivisions of the Company.

65. The Company shall cooperate with law enforcement and other state bodies to identify and investigate corruption offenses.

Chapter 5. Reports on corrupt practices

66. In case of suspicions, assumptions or facts of actions of the Company's employees related to corruptive actions or other violations in accordance with their legality or ethical rules, they may be publicly reported through nationwide communication channels.

67. The Company shall ensure confidentiality of information about a person who has submitted substantiated information on violations within the scope of its powers and capabilities.

68. The Company protects the interests of its employees and ensures that no action of entrapment is taken against employees who, in good faith, report suspicious behavior of other employees or possible violations of anti-corruption requirements, such as termination of employment, demotion, discrimination, mistreatment, or harassment.

69. All reports received through the Company's communication channels shall be timely and objectively reviewed by the Company's Internal Oversight Structure for Anti-Corruption in accordance with the internal documents concerning the receipt and review of reports received through communication channels intended for reporting corruption actions in the Company.

70. A deliberately false report by employees of the Company shall be regarded as an example of violation of the requirements of this policy and behavior contrary to the rules of ethics, and the person who reported it may be held liable in accordance with the legislation of the Republic of Uzbekistan on combating corruption and internal documents of the Company.

Chapter 6. Procedure for revision and amendment

71. This Policy may be reviewed and amended when:

- changes in the legislative acts of the Republic of Uzbekistan in the field of combating corruption, creating the need to revise existing anti-corruption policies and procedures;
- prevention of corruption by identifying ineffective anti-corruption measures and procedures, as well as in the Company's operations;
- where necessary to improve integrated measures aimed at combating it;
- in case of changes in the specifics of the organizational structure and/or functions of the company.