

**Code of professional ethics  
of employees of  
JSC “Almalyk MMC”**

## **Chapter 1. General provisions**

1. The Code of Professional Ethics (hereinafter referred to as the "Code") is the internal regulatory document of the Joint Stock Company "Almalyk Mining and Metallurgical Plant" (hereinafter referred to as the "Plant"), defines the norms, principles of professional ethics and the basic and most important rules of professional ethics of all employees, workers and employees, regardless of their position and their official position at the Plant.

2. This Code is based on the requirements of the current legislation of the Republic of Uzbekistan, as well as the goals and assets that are applied in the activities of the Plant.

### **The main purpose of the Code:**

- ensuring the interaction of the plant's employees with each other, with contractors, business partners, government agencies and officials, citizens, as well as the media on the basis of the principles of legality, honesty, transparency, transparency and fairness;

- establishment of appropriate professional and ethical standards for the plant's employees in the performance of their duties, as well as the formation of an appropriate corporate culture;

- strengthening the business reputation of the Plant as a reliable partner/contractor and a large international company with a high level of social responsibility;

- prevention of violations and conflict situations in the plant and its constituent units;

- it is the improvement of corporate governance of the plant and its constituent units, ensuring openness, transparency and accountability of financial and economic activities.

3. The requirements of this Code apply to all employees of all levels and levels who are in labor relations with the Plant, regardless of their position, title, duties and functions performed by them, including members of the Management Board, heads of departments of the executive office, heads of structural divisions, officials, workers and employees applies to all of them. All employees of the plant must strictly and strictly comply with the rules and requirements of this Code.

4. In case of detection of violations of the rules of this Code by the employees of the Plant, an official investigation will be conducted in accordance with the procedure established by the Ethics Commission of the Plant, a detailed investigation of the situation will be conducted and appropriate measures of influence will be taken.

5. Members of the Management Board, heads of structural divisions, heads of divisions of the executive office bear personal responsibility for failure to take measures to prevent actions (inaction) of employees directly subordinate to them who violate the rules and requirements of ethical behavior set forth in this Code.

6. Being one of the most advanced and large enterprises of non-ferrous metallurgy and copper industry in the Republic of Uzbekistan, JSC Almalyk MMP requests all its business partners and counterparties to strictly observe the rules and principles of honest entrepreneurship, as well as the principles of the Code of Ethics.

## Chapter 2. Basic terms and concepts.

7. The following basic terms and concepts are used in this Code:

**close relatives** - parents, biological and half-brothers and sisters, husband (wife), children, including adopted, grandparents, grandchildren, as well as parents of the husband (wife);

**public official** - any person holding the appointed or elected position in the legislative, executive or judicial authorities of the Republic of Uzbekistan or a foreign state;

- any person performing state functions for the Republic of Uzbekistan or a foreign state, including a state body, enterprise or institution;

- any official or representative of an international organization;

- political figures, officials of political parties, including candidates for political positions.

**Counterparty** - any person, individual/ITT and legal entity entering into contractual relations with the Plant (with the exception of labor relations), including its branches or representative offices;

**Confidential information** - the information in any form, the receipt, processing, transmission or use of which is limited in accordance with the legislation of the Republic of Uzbekistan and the internal documents of the owner of such information;

**Commercial secret** — any information unknown to third parties and having commercial value in scientific, technical, technological, industrial, financial, economic and other fields;

**kinship** - the employee's personal interest in the form of a subjective, privileged and biased attitude towards third parties based on belonging to the same dynasty;

**conflict of interests** - conflict of interests is a situation in which the direct or indirect personal interest of a person holding a certain position at the Plant and its structure affects or may have such the impact on the objective and impartial performance of labor (official) duties;

**Corruption** - the illegal use of one's position or official position in the personal interests or interests of other persons in order to obtain material or non-material benefits, as well as the illegal presentation of such a name;

offense related to corruption is the act that has signs of corruption, responsibility for which is provided for by the legislation of the Republic of Uzbekistan;

**Fees for simplification of formalities** – funds, property, property rights, services and other tangible or intangible benefits provided illegally to ensure or accelerate the execution of procedures, the commission of actions not provided for by the relevant legislation, norms and rules;

**personal interest of an employee** - in the form of money, tangible or intangible assets, other property, property and privileges that may affect the proper performance by an

employee of his official or official duties by his close relative or persons related to the employee during the performance of his official duties, the possibility of obtaining personal benefits (personal, public, financial, political and other commercial or non-commercial interests);

**localism** - recruitment, rotation and appointment of a person to a position without taking into account the qualification requirements for the position only by virtue of his kinship (everyone knows his relative or his fame and his public recognition) and the official position of relatives of such a person in power;

**nepotism** – (familiarity, kinship) the use of power and (or) influence in order to provide unreasonable benefits to their close relatives or friends, including, but not limited to, the calculation of unreasonable remuneration to close relatives and (or) friends, hiring and appointment of close relatives and friends to the detriment of the interests of the Plant;

**protectorship** - patronage of a Plant employee by a higher official of the Plant in the form of creating favorable working conditions;

**illegal profit** - money or other property or property rights, privileges, services, intangible assets, other tangible or intangible benefits promised, offered, provided or received without legal grounds;

Plant - divisions of the executive office of the JSC Almalyk MMP and structural divisions (enterprise, workshop, etc.);

**favoritism** - to put the interests of one person or group of persons above the interests of another person or group of persons, while selecting and placing personnel, promotion, calculation for awards and presentation for state awards, granting labor vacations or sending them to sanatoriums and business trips abroad, determining the procedure for reviewing applications, as well as establishing a work regime and the duty schedule.

8. The terms and concepts used in the text, but not defined in the Code, are used with the content applied in the context of other internal regulatory documents of the Plant in the field of combating corruption, as well as the legislation of the Republic of Uzbekistan.

### **Chapter 3. Basic principles and rules of professional ethics**

9. The employees of the Plant carry out their activities on the basis of the following basic ethical principles and rules of efficiency. None of the principles has priority, members of the management of the Plant, officials, managers and employees of structural divisions must observe these principles, strictly observing their balance.

#### **The principle of priority of rights, freedoms and legitimate interests of employees and workers**

10. The rights and freedoms of employees and workers and legitimate interests are the highest value at the Plant.

11. Members of the Management Board and heads of departments, as well as structural enterprises of the Plant, do not allow violations of the rights and freedoms, as well

as the legitimate interests of employees and workers, and in case of violation of the law, immediately take measures to protect them and restore violated rights.

12. Members of the Management Board and heads of departments, as well as structural enterprises of the Plant respect the rights and freedoms of employees and workers subordinate to them, express confidence in employees, and also creates equal opportunities for them.

13. Members of the Management Board and heads of departments, as well as structural enterprises of the Plant will never allow humiliation of subordinate employees regardless of gender, race, religion, religion, nationality or other characteristics.

14. Members of the Management Board and heads of departments, as well as structural enterprises of the Plant in mutual relations with subordinate employees and workers recognize the advantage of their interests, rights and freedoms, and also guarantees strict compliance with this rule.

### **The principle of legality**

15. Members of the Management Board and heads of departments, as well as structural enterprises of the Plant strictly comply with the requirements of the legislation of the Republic of Uzbekistan, laws and regulations governing the activities of the Plant, including guarantees the receipt in accordance with the established procedure of all licenses and permits necessary for the implementation of activities.

16. Members of the Management Board and heads of departments, departments, employees and workers of the Plant unconditionally comply with the legislation of the Republic of Uzbekistan and perform their official (official) duties in accordance with the job descriptions, employment contracts, internal regulatory documents. and the current legislation of the Republic of Uzbekistan. At the same time, employees do not use formal bureaucratic procedures (procedures) that do not comply with the norms of business ethics of the Plant, refrain from applying interpretations that contradict the law.

### **The principle of fairness, honesty and impartiality**

17. Members of the Management Board and heads of departments, departments, employees and workers of the Plant, workers and employees strictly adhere to the principles of conduct based on the criteria of honesty, law-abiding, impartiality, openness, accountability, transparency and fairness in their activities, daily work and do not resort to forms of unfair competition. Any types, forms and manifestations of corruption are prohibited at the Plant.

18. The employees of the plant strive to be fair, honest and impartial in relation to any person who has applied to them.

### **The principle of professionalism and competence**

19. The interests of the Plant are the main value for employees and workers, their skills, trust, goodwill, cooperation and team spirit provide an opportunity to achieve the set goals and further improve the activities of the Plant. At the plant, it is necessary to provide employees with professionalism, a reputation for impeccable work, mutual support to create

a comfortable moral and spiritual environment in the team, effective exchange of knowledge and experience with colleagues.

### **The principle of loyalty to the interests of the State and the Plant**

21. All employees of the Plant take into account the interests of the State and the Plant in their daily official activities, demonstrate their loyalty to the values of patriotism and high statesmanship.

22. Employees of the Plant carry out their activities on the basis of high moral and patriotic values, loyalty to the Motherland, duty of service, representing the interests of the Plant.

23. Employees of the plant perform their duties without being guided by personal goodwill, personal interests and ideological views.

### **The principle of avoiding conflicts of interest**

24. The Plant strives to exclude conflict of interest situations from its business practice. Personal interest should never affect the performance of the employee and the employee of their duties in good faith and in good faith on the basis of the principles of law and justice.

25. It is strictly prohibited to conclude contracts/transactions that may cause or create a risk of a conflict of interest between the personal interests of members of the management of the Plant, heads of structural divisions and departments of the executive office, employees and servants and the activities / interests of the Plant.

### **The principle of respect for the rights of employees and workers**

26. Members of the Management Board of the Plant, heads of structural divisions and departments in the executive office understand and recognize the wealth and value of all workers and employees working under their direct supervision, conscientiously create working conditions and corporate culture that guarantee the development and comfortable performance of their duties.

27. Members of the Management Board of the Plant, heads of structural divisions and departments in the executive office, employees and workers of the Plant recognize the labor rights of members of management bodies, structural divisions and heads of divisions of the executive office, employees and workers as the integral part of human rights and ensures their strict observance within the system, as well as guarantees the following :

compliance with labor legislation, prevention of forced labor, prioritization of women's rights, freedoms and legitimate interests, prohibition of the use of child labor in any forms and forms;

when carrying out measures to select employees of the same professional qualities, promote them from one position to another, pay for work, preventing the provision of advantages, benefits and preferences based on nepotism, fraternity, neighborhood, favoritism, patronage, nepotism, cronyism or other similar negative and subjective signs;

do not allow inhumane treatment, such as humiliation of an employee, disrespect for his personality, psychological pressure or intimidation in the process of work;

ensuring the right of employees to decent wages based on the results of their work;

creation of conditions for safe work and recreation, provision and support of social protection within the limits provided for by the legislation of the Republic of Uzbekistan and internal regulatory documents of the Plant;

continuous and systematic implementation of such measures as continuous training, retraining, regular professional development, professional development of employees and workers;

creating and maintaining an atmosphere based on mutual trust and sincere respect in the workforce.

#### **Chapter 4. Mutual obligations of members of the Management Board, heads of structural divisions and departments of the executive office, employees and workers of the Plant**

28. Members of the Management Board and employees of the Plant carry out their activities on the basis of respect for the individual and mutual responsibility, conscientiously and conscientiously perform their positions and duties towards each other.

29. The duties of the heads of the Management Board, heads of departments and structural divisions of the Plant and other officials are as follows:

strictly observe the rules set forth in this Code, be the example of high ethical behavior, professionalism, fairness and impartiality for subordinates, ensure and monitor strict compliance by subordinates with this Code;

refrain from actions that may raise doubts about the conscientious performance of duties and responsibilities for the position and position, as well as the name of management and management;

conscientiously and efficiently perform their official and official duties, as well as work in accordance with the requirements of the legislation of the Republic of Uzbekistan and the rules and requirements of internal regulatory documents of the Plant, be able to take on all responsibility and material responsibility for employees and employees of their subordinates when detecting facts of non-compliance with norms and rules;

regularly analyze the activities or functions of the department/department/management/subdivision under its leadership for the possibility of ethical, corruption and other risks, actively participate in the development of measures to reduce such risks and take personal initiative, as well as the formation of a corporate culture in your team based on the principles of this Code;

be constantly attentive to the appeals, questions, suggestions and complaints of subordinates and employees, provide information and advice on business ethics;

observe the general rules of ethical behavior and business behavior even outside of work;

mobilization of their knowledge, experience and skills to prevent conflict situations that could damage the business reputation of the Plant, to resolve the interests of participants in business relations in the event of conflict situations based on the criteria of fairness, impartiality and legality;

encouragement and bonuses for employees who strictly comply with the rules and requirements established by this Code and other internal regulatory documents of the Plant (including promotion, accrual of bonuses, payment and submission to state awards, provision of labor leave or service in a sanatorium and abroad at the expense of the Plant) to

send on business trips, determine the procedure for reviewing applications, as well as working hours and duty schedules);

support, encouragement and remuneration of individuals, citizens, as well as employees and employees who reported corruption offenses in the structural divisions of the Plant, actively participated in combating corruption or otherwise contributed to combating corruption, as well as employees and employees who provided information on business ethics, in accordance with the procedure established by law (in accordance with the Regulations approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 829 dated 31.12.2020);

upon receiving information about the possibility and danger of violation of this Code, immediately inform the Compliance Control Service at the Plant's office and actively assist in identifying cases of violations, collecting evidence and evidence, documenting them and applying appropriate measures of responsibility to the perpetrators.

### **Duties of workers and employees of the Plant**

#### **30. Duties of workers and employees of the Plant:**

conscientious and high-quality performance of their official duties, strict compliance with the provisions of this Code, the requirements of the legislation of the Republic of Uzbekistan, the procedure and rules established in the internal regulatory documents of the Plant;

abstaining from actions that may call into question the honest and conscientious performance of official duties;

act within the limits of job descriptions, internal regulatory documents of the Plant and official powers established by the legislation of the Republic of Uzbekistan;

within the limits of their powers, to prevent conflict situations that may damage the business reputation of the Plant, to act in order to resolve the interests of participants in business relations in the event of conflicts based on the criteria of fairness and legality;

perform their official duties within the required level of professional skills and competencies, work to improve their qualifications, knowledge and skills, as well as ensure effective knowledge exchange with colleagues and maintain business relations at a high level;

improving their knowledge and skills on business ethics, other rules and requirements introduced at the plant;

timely and effective execution (data) of decisions taken by higher authorities and management within their authority;

immediately contact your direct supervisor and/or the Compliance Control Service of the Plant if his behavior raises doubts or suspicions about compliance with the rules of ethics in his actions or the actions of his colleagues;

observe the general rules of ethical and business behavior even outside of work.

### **Chapter 5. Occupational safety, industrial safety and environmental protection**

31. The safety and environmental protection of workers, employees, officers, as well as representatives of business partners working at the plant and its production facilities, is a strategic value for the members of the Management Board and the Supervisory Board, therefore, the members of the Management Board, the Supervisory Board and the managers of the divisions - means that in the process of organizing mining, ore mining, recycling and



other activities regularly comply with the highest standards of occupational safety, industrial safety of workers and environmental protection followed without deviation.

32. In order to create safe and highly efficient working conditions and ensure environmental protection, members of the Management Board and the Supervisory Board are implementing a unified management structure for industrial safety, labor protection and ecology, developed on the basis of advanced international standards. This system is based on explaining the risks inherent in the production activities of the Plant and affecting the safety and health of employees and representatives of business partners working at the production facilities of the Plant.

33. The members of the Management Board and the Supervisory Board take measures to continuously improve the knowledge of the Plant's workers and employees in the field of industrial safety and labor protection, as well as to train workers and representatives of business partners working at the Plant's production facilities. The Plant for Labor Protection, in the performance of its duties, establishes effective and efficient control over the provision of labor protection and safety regulations.

34. In order to ensure the above-mentioned requirements for labor protection, industrial safety and environmental protection, members of the Plant's management bodies, managers and officials of the executive apparatus and departments assume the following responsibilities:

strict compliance with safety regulations, labor protection and environmental standards, ensuring safe working conditions for employees and practical actions not to allow their health and safety to be left in danger, as well as the health and safety of colleagues and citizens;

regularly organize and conduct training events in accordance with these requirements and regulations within the time limits established by the internal regulatory documents of the Plant;

immediately pay attention to accidents and injuries at work, dangerous working methods, working conditions and equipment, including violations of the order and requirements established by employees, employees or representatives of contracting organizations at production facilities, and report this to the authorized departments and departments of the Plant, which are responsible for ensuring industrial safety and environmental and occupational safety.

## **Chapter 6. Use of the Plant's property**

35. Property, goods, equipment and materials, spare parts, fuels and lubricants, buildings owned, used and disposed of by the Plant on the basis of stable and efficient operation of the production and service facilities of the Plant, property rights or other rights are inextricably linked to the effective use and maintenance of facilities and vehicles.

36. The members of the Management Board and the Supervisory Board take effective and efficient measures to protect the property of the structural divisions of the Plant, because misuse, theft, robbery, damage or other abuse of property causes not only material damage to the Plant, but also life, health of people and may pose a threat to its well-being.

*Members of the Management Board, Supervisory Board, heads of all levels and levels, officials, financially responsible persons are obliged to:*

personal and material responsibility for the rational and targeted use of the property entrusted to them by the Plant, to ensure the safety, responsibly and carefully treat the property of the Plant, to prevent its misuse or plundering;

to ensure the safety, integrity and safety of the Plant's property, not to make unreasonable decisions that may lead to its improper use or risks to the reputation of the Plant;

in exceptional cases, the use of the Plant's property for personal purposes may be granted with the permission of the employee's direct supervisor, provided that the use does not affect technological processes, does not lead to damage to property, and it is strictly prohibited not to damage the Plant in any other way.

## **Chapter 7. Information security, data privacy and personal data protection**

37. Members of the Management Board, Supervisory Board, senior staff of all layers and levels, officials, materially responsible persons understand the value of information in the modern world, which means they guarantee protection from unlawful disclosure of confidential information regarding contractors or business partners, and also ensure the protection of personal data of employees and employees, contractors, business partners.

38. The Plant strives to ensure the maximum level of protection not only of internal confidential information, but also of information transmitted by counterparties, business partners and other third parties, since the disclosure of such information may harm the financial and economic activities of the Plant or its business reputation, as well as the interests of counterparties and business partners.

39. Members of the Management Board, Supervisory Board, senior personnel of all layers and levels, officials, materially responsible persons of the Plant carry out the selection and processing of personal data necessary for the implementation of financial and economic activities and fulfillment of their obligations, within the framework of the protection of personal data of counterparties, business partners and other third parties, and also complies with the requirements established by the legislation of the Republic of Uzbekistan.

40. In order to ensure the confidentiality of information and the protection of personal data, members of the Management Board, Supervisory Board, managers of all levels and levels, officials, financially responsible persons, employees and workers assume the following obligations:

compliance with the rules of information security available at the Plant, including the procedure for working with information established by the legislation of the Republic of Uzbekistan and the regulations established in the internal regulatory documents of the Plant;

not to discuss confidential information with other employees of the Plant and third parties, provided that such information and information are not an immediate necessity in connection with the performance of their duties;

do not discuss confidential information publicly;

do not transfer to anyone the information /login/passwords used to access the corporate and industrial information systems of the Plant, and observe the complete confidentiality of such information;

to ensure the safety of the confidential information of the Plant and prevent its transfer to third parties, if the special permission of the members of the management of the Plant is not issued in accordance with the internal regulatory documents of the Plant;

do not accept confidential information from third parties without the permission of management and information exchange agreements;

do not allow the use of information that has become known to an employee of the plant in the personal interests or interests of his close relatives or other third parties;

non-disclosure, within the period established by the legislation of the Republic of Uzbekistan, of confidential information to a former employee who left the Plant's system and passed to another job, internal regulatory documents of the Plant, contracts between the Plant and the employee;

processing of personal data of employees, workers, contractors, business partners and other persons in strict accordance with the legislation of the Republic of Uzbekistan and the rules established in the internal regulatory documents of the Plant, and on the basis of the official consent of the subject of personal data;

take appropriate measures to protect confidential information and personal data and prevent intentional, accidental or unauthorized access to them in the performance of official and official duties and liabilities;

immediately report facts and reasonable suspicions of violations of the rules for the protection of information, confidential information and personal data to the Compliance Control Service.

## **Chapter 8. Anti-corruption measures**

41. One of the most important principles of the Plant's activity is the rejection of corruption in all forms and manifestations. The plant has adopted and implemented the Anti-Corruption Policy that defines the basic principles and requirements for the prevention of corruption.

42. The Plant strives to implement and regularly improve the anti-corruption compliance system, including control measures and anti-corruption procedures aimed at preventing corruption.

## **Chapter 9. Interaction of the plant and its structure with contractors and business partners**

43. The Plant is working on the development of long-term relationships with contractors and business partners, strictly adhering to the legislation of the Republic of Uzbekistan and conducting ethical business on the basis of all accepted standards, on the basis of mutual trust, equality, fair competition, conscientious fulfillment of contract terms, encourages business partners to cooperate on the basis of these principles.

44. The selection of contractors by the Plant is carried out on the basis of the principles of transparency, legality, honesty and impartiality in accordance with the legislation of the Republic of Uzbekistan and internal regulatory documents of the Plant.

45. When choosing its contractors and business partners, the Plant exercises reasonable prudence (complies with the conditions of due diligence), based on their business reputation and the quality of the goods supplied by them.

To do this, in accordance with the internal regulatory documents of the Plant, it performs a preliminary verification of the reliability of its counterparties and business partners (including for checking the absence of corruption risks).

46. Divisions in the executive office, structural enterprises and workshops of the Plant reserve the right to refuse to interact with counterparties, business partners engaged in corrupt or other illegal activities, companies, organizations, individuals and other third parties included in the sanctions list at any stage.

47. In order to prevent the Plant or its employees from being accused of committing a corruption offense when giving business gifts, displaying signs of hospitality and paying other types of expenses and rewards by the Plant or its employees in favor of the Plant's counterparties or business partners, as well as preventing harm to the business reputation of the Plant, such actions are carried out in accordance with the legislation of the Republic of Kazakhstan, Uzbekistan, provisions of the Company's Anti-Corruption Policy, The Regulations on the prevention and settlement of conflicts of interest, the requirements and rules of this Code of Ethics, as well as the regulations established by other internal regulatory documents of the Plant.

## **Chapter 10. Compliance with the principles of fair competition**

48. The members of the Management Board and the Supervisory Board recognize the importance and necessity of observing the principles of fair and free competition and continuous improvement of product quality for the end consumer in order to ensure stable economic development of the Plant.

49. Thus, the Plant strictly complies with the Law on Competition of the Republic of Uzbekistan and legislative acts on combating monopoly and refuses to use illegal and unethical methods and forms of doing business.

50. Members of the Management Board, Supervisory Board, heads of all levels and levels, officials, employees and employees undertake the following obligations in order to ensure fair and free competition in the financial and economic activities of the Plant:

strictly comply with the requirements and provisions of the Law of the Republic of Uzbekistan on Competition and legislative acts on combating monopoly in the performance of their official duties and professional responsibilities;

prevent the collusion and cartel agreements with the Plant's competitors, including on the division of the commodity market and their actions during state and corporate procurement;

prevent the dissemination of false information about a competitor, its products or services;

prevent the obtaining information and information about confidential and commercial secrets about the competitor, his goods or services by illegal means, such as industrial espionage, bribery, embezzlement;

immediately leave the meeting at which the above issues were discussed, and in the case of drawing up the minutes of the meeting, request in the minutes to make an appropriate note that he leaves this meeting;

unethical methods of carrying out activities or about all cases or suspicions related to the collusion of competitors (collusion and conclusion of cartel transactions) to the Compliance Control Service in the executive office of the Plant through special communication channels organized by the Plant (<https://eanticor.uz/ru/>)

and/or must inform immediately by the hotlines listed on the official website of the Antimonopoly Committee of the Republic of Uzbekistan (<https://antimon.gov.uz/>).

## **Chapter 11. Corporate Social Responsibility**

51. The Plant and its constituent units provide practical assistance to the government and state bodies in solving social problems as one of the important elements of their activities, implement a policy of high social responsibility in the implementation of social projects, such as single women, iron notebook, youth notebook, women's log.

52. The Plant and its structural subdivisions provide charitable and sponsorship assistance on the basis of the current national legislation on the provision of sponsorship, and such assistance is distributed on the basis of relevant documents in accordance with the procedure established by law.

53. Members of the Management Board, heads of structural divisions and departments of the executive office strive for transparency, openness and accountability of their activities in the interests of all stakeholders and the state, for this reason, business partners openly and transparently communicate with counterparties, partners, investors, provide reliable and timely information about financial and non-financial (including social) activities on the the official website of the Plant on the Internet (<https://agmk.uz/ru/menu/open-data-agmk> ), in the media, social networks and the general public without any restrictions.

## **Chapter 12. Interaction with state bodies, state officials and mass media**

54. The Plant and its structural subdivisions, in accordance with the legislation of the Republic of Uzbekistan, cooperate with state bodies, institutions, organizations or institutions and government officials and in the process of such cooperation strictly comply with the rules and requirements of the highest standards of corporate and business ethics.

55. The Plant and its structural divisions are obliged to strictly comply with the rules and requirements of legislative documents relating to their activities, including to refrain from undue influence on public officials in order to obtain unreasonable benefits and competitive advantages for the Plant and its constituent units.

56. The Plant and its structural subdivisions do not participate in the activities of any political or religious associations and movements and do not support them in any way. Agitation in favor of any political party or candidate, as well as dissemination, propaganda

and propaganda of their religious or political views and beliefs by members of the Management Board, heads of departments, employees, workers or officers are not allowed.

57. The Plant and its structural divisions have the right to comment on the situations and statements that may affect the activities of the Plant and its constituent units, as well as publicly (including in the media, on the official website of the Plant on the Internet ([https://agmk.uz / en](https://agmk.uz/en/menu/open-data-agmk)) /menu/open-data-agmk), publication on official pages in social networks, etc.). Data and information in the form of comments, statements, reactions on behalf of the Plant can only be published by the press service of the Plant in the order, established by the internal regulatory documents of the Plant.

58. The press service of the Plant forms and announces the official attitude to the news and information published in the mass media, answers to requests and statements, coordinates the activities of official units.

59. In relations with state bodies, ministries and institutions, state officials and employees, as well as other departments or organizations, representatives of the mass media, members of the management of the Plant, heads of structural divisions, employees, workers and employees undertake the following obligations:

study, know and strictly comply with the provisions of this Code and the provisions of the Anti-Corruption policies of the Plant;

refrain from any types and forms of business gifts, material values or other benefits and incentives to public officials, including public officials exercising control over the Plant;

not to disseminate and discuss subjective, biased and unverified information and messages related to the activities of the Plant, not to give any comments and observations on behalf of the Plant or its structural unit, management staff, as well as on its own behalf without prior approval;

not to perform or promise to perform certain actions on behalf of the Plant in the absence of special powers or special powers provided for by a separate document (power of attorney) or job description;

using personal accounts in social networks, note under such a message that any published opinion is the personal opinion of an employee and does not reflect the point of view of the Plant;

it is prohibited to post and distribute working materials and/or messages and information about the activities of the Plant in the media, periodicals, the global Internet, social networks, messengers, telegram channels, etc. without the special permission of the members of the management of the Plant

### **Chapter 13. Error messages and tips on emerging issues**

60. Illegal actions of employees, contractors or business partners of the Plant and other persons, the Plant and its officials may damage the business reputation of the Plant, the legislation of the Republic of Uzbekistan, Anti-Corruption Policy, Regulations on the Prevention and Settlement of Conflicts of Interest and this Code In case of doubt or

reasonable suspicion that it is illegal or contrary to requirements and rules, this should be reported through the following special communication channels:

- "Hotline" for oral appeals (+998 (70) 619-15-47;

- (+998-(70) 619-23-32 and (+998 (93) 182 10-04; (+998 (93) 182 09-04));

- Submission of written requests through the document flow of the Plant (<https://agmk.uz/ru/contacts> );

- send a request to the following email address: [info@agmk.uz](mailto:info@agmk.uz)

- They can contact the Compliance Control Service of the Plant by e - mail [stop.corporation@agmk.uz](mailto:stop.corporation@agmk.uz).

61. The Compliance Control Service ensures the registration of all messages and information of the management personnel (officials) of the executive office departments, as well as structural divisions and workshops regarding actions contrary to the rules of ethics, in a special journal, (<https://agmk.uz/oz/menu/korrupsiyaga-oid-hujjatlar> ), as well as consideration of all reports and information about illegal behavior in a special journal, as well as objective consideration appeals based on the criteria of legality and fairness in a timely manner.

62. The Compliance Control Service, within its powers and available capabilities, is responsible for receiving, processing and reviewing reports of moral violations, ensuring the confidentiality of persons who have provided reliable information (except in cases established by the legislation of the Republic of Uzbekistan).

63. The Plant protects the rights, freedoms and legally protected interests of members of the Management Board, heads of structural divisions, and also guarantees the prevention of any forms of harassment, dismissal from work, harassment, humiliation of the identity of employees who reported suspicious behavior or violation of the principles and requirements of this Code by another employee of the Plant.

64. Situations and appeals related to the provision of knowingly false information, the organization of lies or slander are recognized as an example of violation of this Code and unethical behavior, and the person who provided such information may be held liable in accordance with the legislation of the Republic of Uzbekistan and the internal rules of the Plant.

65. The Plant and its employees have the right to submit any issues related to the application and implementation of this Code, as well as to contact the Compliance Control Service in order to provide advice (consultations) and reasonable proposals for improving the current system of compliance control for combating corruption (<https://agmk.uz/oz/menu/korrupsiyani-oldini-olish-boyicha-murojaat>).