

**Regulations
of conflict of interests at
JSC “Almalyk MMC”**

Chapter 1 General

1. These Regulations determine the mechanism for identifying, preventing and resolving conflicts of interest in the Executive Office of JSC Almalyk Mining and Metallurgical Combine and its structural divisions (hereinafter referred to as the Combine).

2. The provisions of these Regulations apply to all employees of the Combine (hereinafter – employees) regardless of the position they hold and the authority of the service they perform.

3. This Regulation is the main internal regulatory document on the prevention and management of conflicts of interest that have arisen and may arise in the Combine, and its rules and requirements must be strictly observed by all employees.

4. Issues related to the conflict of interests of the Combine' employees are coordinated by the departments coordinating the activities of the personnel in the executive office of the Combine (hereinafter referred to as the HR Service).

5. For the purposes of this Regulation, the following basic concepts are used:

related persons – persons participating in the authorized capital of other commercial organizations together with an employee of the Combine (except for cases where the number of shares is less than five percent of joint-stock companies whose shares are publicly traded on the Republican Stock Exchange);

cronysm – the use of power (official positions) and reputation in order to provide illegal benefits to friends or trusted persons;

conflict of interest – a conflict of interest is a situation in which the direct or indirect personal interest of a person holding a certain position in the Company affects the objective and unbiased performance of labor (service) duties or may have such an effect. Disclosure of such situations and failure to take timely measures to prevent them entails responsibility in the prescribed manner;

disclosure of a conflict of interest – the procedure for employees to report a potential or actual conflict of interest;

conflict of interest regulation – situations of improper performance of official duties by employees of the Company and/or their interests in the event of a conflict of interest (including personal, public, property, financial and other interests) to reduce or eliminate the risk of exceeding the interests of the Company;

localism – a person is identified by his origin (a representative of a famous dynasty and the fact that he is recognized by the public) and in connection with the official position of close relatives, selection, rotation and appointment to a higher position, regardless of whether he meets the qualification requirements for the position held;

nepotism (acquaintance, fellow ties; a form of favoritism based on family ties) – close relatives or the use of power to provide illegal services to friends and/or exert influence, as well as the accrual of unjustified remuneration to close relatives and/or friends,

hiring and appointment to the position of close relatives and friends to the detriment of the interests of the Combine;

possible conflict of interest – personal interests of an employee, his close relatives and/or a person associated with the Company (including personal, public, property, financial and other interests) in the event of certain situations, situations where they may conflict with the interests of the Company and affect for the performance of official duties by the employees of the Combine;

real conflict of interest – a situation in which personal interests (including personal, public, property, financial, political and other interests) of an employee, his close relatives and/or a person associated with the Company, directly or indirectly conflict with the interests of the Company;

kinship – an employee of the Combine has the same ancestors, personal interest in the form of a subjective and prejudiced attitude towards third parties based on belonging to the same dynasty;

favoritism – when an employee of the Combine puts the interests of one person or group of people above the interests of another person and/or group of people, selecting and arranging personnel at the Combine and promoting them, rewarding and recommending to the state. awarding, granting vacations or sending them to sanatorium and resort institutions and foreign business trips, statements, as well as in situations related to establishing a sequence when viewing duty schedules, non-compliance with the procedures specified in the internal regulatory documents of the Combine;

personal interest of employee – money, material resources that may affect the proper performance of the employee's professional or official duties by his close relative or persons associated with the employee in the performance of his official duties or the possibility of personal gain in the form of intangible values, other property, wealth and privileges (personal, public, property, financial, political and other interests);

employee (employees) – any individual entering into labor relations with the executive office and/or structural unit, including members of the Management Board of the Company;

Chapter 2. Principles of Management of Conflicts of Interests

6. Workers of the plant must observe the following basic principles in matters of conflict of interest management:

priority of the rights, freedoms and legitimate interests of citizens;

Workers of the Combine in the performance of their duties put the interests of the Combine and its constituent parts and the state above their personal interests;

Making decisions by the employees of the plant on the principles of openness, openness, transparency, conscientiousness, neutrality and impartiality;

the obligation to disclose information about potential or actual conflicts of interest of employees;

priority of preventive measures to prevent conflicts of interest;

consider cases of conflict of interest and be guided by the principle of collective action when resolving a conflict of interest;

an approach based on the principle of impartiality and neutrality when considering, evaluating and resolving situations characterized by signs of a conflict of interest;

ensuring the confidentiality of information about the existence of a conflict of interest provided by the employees of the Combine in the manner prescribed by these Regulations;

if the employee is duly notified of a conflict of interest before any decision is made or before the performance of the functions assigned to him and is ready to sacrifice his personal interests in favor of the interests of the Executive Office and structural divisions of the Combine, provide guarantees that he will not be dismissed due to the presence real or potential conflict of interest.

Chapter 3. Responsible structural subdivisions, rights and obligations of employees

7. Employees of the plant in the performance of official duties and/or when expressing the interests of the Combine must adhere to the principles set forth in this Regulation, and also refrain (refrain) from situations that lead to a conflict of interest.

8. In order to prevent a conflict of interest in the performance of their official duties, all employees of the Combine:

strictly and unconditionally comply with the requirements of this Regulation;

care only about the interests of the Company;

use his position and official position only in the interests of the Combine;

Personal interests that contradict or may conflict with the interests of the Combine and its members must be immediately brought to the attention of the Compliance Control Service of the executive office of the Combine (hereinafter referred to as the Internal Control Structure of the Combine) (<https://agmk.uz/ru/menu/address-by-corruption-prevention>) notify;

nepotism (kinship), intercession, favoritism, nepotism, parochialism and put an end to all forms of nepotism;

promptly and fully disclose information about potential or actual conflicts of interest;

a complete list of information about his close relatives and related persons, information about him and their participation in state or non-state non-profit organizations, honest, complete and conscientious disclosure of information;

in the presence of a conflict of interest, removal of the employee of the Combine responsible for organizing and conducting the procurement procedure;

For, if there is information about the presence of a conflict of interest among other employees of the Combine, he is obliged to report in the manner prescribed by internal regulatory documents (<https://agmk.uz/ru/menu/korrupsiyani-aldini>).

9. In order to prevent a conflict of interest, an employee of the Combine must immediately report a conflict of interest in the following cases, provided:

if there are immediate relatives and/or related persons in the subordination of the manager;

if close relatives and/or related persons of the employee work in an organization whose activities are being studied in accordance with the established procedure (joint executive office and/or structural unit), or if an official whose activities are being studied in accordance with the established procedure is a close relative and/or the associated person of the employee;

during the implementation of procurement procedures, which infringes the rights and legitimate interests of the subjects of other procurement procedures and restricts these rights and legitimate interests, if there is a possibility of a conflict of interest;

if there is information about any possible, perceived or existing conflict of interest;

Provision of employees with close relatives and/or related persons (including the accrual and payment of wages, bonuses, bonuses) and participates in making decisions on determining their size);

Employees who become aware of the presence or suspicion of a conflict of interest should report this to their immediate supervisor and to the internal control structure of the Combine (<https://agmk.uz/ru/menu/korrupsiyan-aldini-olish-boyycha-murojaaaat>), or an authorized state body.

The manager who has received information about the existence of a conflict of interest is obliged to take timely measures to prevent or eliminate it and must inform the competent state body of the measures taken.

This list is not final. For close relatives and/or related persons of a mill worker (to the organizations they work for), any decision-making situation (granting privileges, granting licenses, making purchases, purchasing products, etc.) can create a potential conflict of interest. In such cases, the employee must report a conflict of interest.

10. To determine situations related to a conflict of interest specified in paragraph 9 of this Regulation, an employee, before making a decision or performing his/her official duties, must ask himself the following questions:

“Can I honestly and impartially make a decision and take an action?”

and “If another employee made this decision, would they make the same decision as me?”

If an employee answers “No” to any of these questions, there is a risk of a conflict of interest.

11. To determine the conflict of interest in the plant, the following is carried out:

information that causes a conflict of interest is collected during the selection of candidates or the appointment of employees, as well as in other cases;

each employee identifies a situation of a conflict of interest that has arisen or may arise in the performance of professional or official duties and at the same time informs his immediate supervisor, the personnel service and the internal control structure of the Combine (<https://agmk.uz/ru/menu/korrupsiyan-aldini-olish-boyyicha-murojaat>);

any information or message that may cause a conflict of interest is studied by the Combine in the order of the collective / Commission in the order (Commission on Ethics) and its impact is assessed.

Other methods for identifying conflicts of interest may be used as required by law.

12. Conflicts of interest are regulated by the Personnel Department of the Combine in the following forms and forms:

when recruiting candidates, when appointing employees or when they are rotated to them against signature, the requirements of this Regulation are introduced;

regular explanations and consultations are held to employees on the requirements and provisions of this Regulation;

each identified situation of conflict of interest is registered and recorded in a special journal;

study of cases of conflicts of interest, their assessment, determination of measures aimed at preventing conflicts of interest and ensuring their implementation are carried out directly by the personnel department of the Combine;

In order to ensure the effectiveness of the conflict of interest prevention process, the Mill's Human Resources Department conducts regular and systematic reviews and controls.

When managing conflicts of interest, other methods of management may be applied, based on the requirements of the law.

13. In cases where a conflict of interest has arisen or may arise, the Ethics Committee of the Combine may take the following measures:

voluntary non-participation of the employee in the implementation of the relevant activities or decision-making or the assumption of self-withdrawal (self-withdrawal);

revision of the official powers, duties and functions of the employee and/or if necessary, making changes and additions to his job description;

establish restrictions on information and data relating to the personal interests of the employee;

if the personal interests of the employee contradict his official duties, transfer him to another position that is not affected by a conflict of interest;

refusal of the employee from his personal interests, which negatively affects the activities or interests of the Company;

if the procurement participant commits anti-competitive actions or in the event of a conflict of interest in violation of the law, as well as cases of affiliation, participation in procurement will be excluded from participation in the procedures;

terminate the employment contract concluded with the employee, if the personal interests of the employee are contrary to the activities or interests of the Combine and if it is impossible to apply other measures of its management.

Chapter 4. Procedure for Disclosing and Considering Information on a Conflict of Interest

§ 1 General Rules of Declaration of Conflict of Interest

14. Prevention of situations of conflict of interest at the plant is carried out by the Human Resources Department using the following forms of declaration of conflict of interest:

Preliminary identification of a conflict of interest in the selection of candidates for vacant positions of the executive office of the Combine and its structural divisions, the appointment of employees to higher positions and their rotation;

Publication (quarterly declaration) of declarations (appeals) on a conflict of interest by all employees (including members of the Management Board) working in the executive office of the plant and its structural units, before the end of the year (until January 31);

a list of information and data on the fact of the occurrence of a real or potential conflict of interest is posted on the official website of the Combine disclosure of information in other media (<https://agmk.uz/ru/menu/open-data-agmk>).

§ 2 Declaration of conflict of interest when hiring candidates for vacant positions, appointing employees to higher positions and their rotation

15. Selection of candidates for vacant positions in the executive office and structural subdivisions of the Combine, appointment of employees to higher positions and their rotation, preliminary declaration of a conflict of interest is carried out by submitting the following documents to the Personnel Department of the Combine:

a certificate filled out in accordance with the form in accordance with Appendix 1 to these Rules;

selection of candidates, appointment of employees to higher positions, and in the process of rotation, an application form is filled in in accordance with Annexes 2 and 3 of this Regulation on the presence or absence of a conflict of interest.

Documents submitted by the employee will be reviewed by Human Resources for potential conflicts of interest.

Upon detection of a fact of a conflict of interest, the Human Resources Department immediately (within 48 hours) officially informs the Chairman of the Board of the Combine, the internal control structure of the Combine and/or the relevant Deputy Chairman of the Board of the Combine, coordinating the activities of the structural unit in which the employment or rotation of the candidate is planned.

On the basis of the instructions of the chairman of the board (order, order or instruction), the Commission on the ethics of the personnel service of the plant takes measures to resolve the conflict of interest, together with the involvement, as necessary, of the heads of the executive apparatus and structural divisions.

§ 3. Annual Declaration of Conflict of Interest

16. Annual declaration of information on a conflict of interest is carried out in the following order:

Events that occurred during the reporting period of all employees, regardless of their position in the executive office of the plant, structural divisions and the presence of a conflict of interest in connection with changes, or they must once a year submit an application / declaration of absence to the office for work with the personnel of the plant;

Until January 15 of each year, the HR department sends a letter of instruction on the need to notify the members of the management board of the plant, employees of the executive apparatus, structural divisions about the presence or absence of a conflict of interest;

When submitting an application (declaration) in accordance with Appendix 3 to this Regulation, the members of the management board of the plant, employees of the executive department, employees of structural divisions must completely and correctly fill out an application on the presence or absence of a conflict of interest and submit a signed application (declaration) to the HR service plant by January 30 of each year.

By February 10, the HR Service will check and analyze the received applications for the actual presence or absence of a conflict of interest among employees who indicated the presence of a conflict of interest;

If, as a result of the investigation and analysis, employees who may have a conflict of interest in their activities are identified, information about such employees is sent to the Commission on Ethics of the Combine and the Internal Control Structure of the Combine.

The Ethics Committee of the Combine, with the participation of the immediate supervisor of the employee and (if necessary) with the participation of the employee himself, considers situations of conflict of interest before February 20 and decides on the

development of measures to eliminate situations characterized by a conflict of interest or on the absence of a conflict of interest.

This decision will be included in the minutes of the meeting of the Ethics Commission. The protocol must clearly define the structure (official) responsible for the development of activities, and the timing of their implementation;

Until March 25, the Human Resources Service ensures the compilation and storage of electronic information on cases of conflict of interest for inclusion in the register of cases of conflict of interest in accordance with Appendix 4 to these Regulations.

Every year in the first quarter, the HR service submits an analysis of statistical data on the declaration, identification and resolution of conflicts of interest, existing problems, reasonable proposals and decisions, to the Chairman of the Board, as well as to the internal control service of the plant.

§ 4. Filling out a declaration of the fact of the occurrence of a real or potential conflict of interest

17. Declaration of information about the fact of occurrence of a real or potential conflict of interest is carried out in the following order:

In the event of a conflict of interest with an employee of the plant, such an employee is obliged to inform his immediate supervisor within one working day from the moment he became aware of this situation, detailing the situation described as a real or potential conflict of interest, in accordance with the provisions of this Regulation, must report in the form in accordance with Appendix 5;

from the moment the immediate supervisor of the employee receives a written message from the employee, within three working days (72 hours), consider information about the conflict of interest and propose to eliminate the conflict of interest, register the notice with the HR service and must present it for appropriate action;

The HR Service, together with the immediate supervisor of the employee, takes measures to eliminate the conflict of interest, prepares a conclusion on the presence or absence of a conflict of interest and sends official information in writing to the Chairman of the Management Board and to the Internal Control Service of the Combine.

Chapter 5. Actions for elimination of conflict of interest

18. In order to prevent conflicts of interest at the Mill, measures to resolve actual conflicts of interest should be implemented as soon as possible.

19. In the management of conflicts of interest at the plant, the following measures should be established:

transfer of an employee to direct subordination to another person who is not a close relative;

when discussing issues that are the subject of a conflict of interest

and exclusion of an employee from participation in the decision-making process at its sole discretion, self-recusal or forced (permanent or temporary) exclusion;

review the scope of job duties, powers, tasks and functions of the employee in order to avoid conflicts of interest;

limiting the use by the employee of information and documents representing his personal interest and being the subject of a conflict of interest;

Nomination of a close relative and/or related person holding a higher position, evaluation of his/her performance, payment of bonuses and accrual of an increase in salary, assignment to study and internship and travel abroad on various issues, consent to travel for work and ensure collective decision-making payroll control;

transfer of an employee to a position related to the performance of labor functions not related to a conflict of interest and other circumstances.

20. In exceptional cases, if the measures listed in paragraph 19 of this Regulation do not fully regulate the conflict of interest, the following additional regulatory measures may be applied:

Refusal of the personal interests of the employee, contrary to the interests of the Company;

if the employee does not renounce his personal interests that are contrary to the interests of the Company, a recommendation is given to terminate the employment contract concluded with him.

21. Based on the specific situation, as well as on the basis of what determines the subject of the conflict of interest, by mutual agreement of the Employee and the Combine, the situation of the occurrence of a conflict of interest, other solutions can be used.

All measures taken must comply with the requirements of the law, must be aimed at encouraging an employee who voluntarily reported an actual or potential conflict of interest, his legal rights, and must not restrict their freedom and must be carried out in accordance with the principles set forth in this Regulation.

22. Measures to eliminate the conflict of interest and decisions taken by the personnel department of the Combine and the immediate supervisor of the employee will be considered at the next meeting of the Ethics Commission and will be reflected in the minutes of the meeting.

23. On behalf of the Chairman of the Management Board, on the initiative of the Company's internal control, on the employee's objection, or also on his own initiative, the Human Resources Service and the immediate supervisor of the employee have the right to recheck the decisions taken by the Ethics Commission on regulating conflicts of interest, their impartiality, adequacy, acceptability and reasonableness of the decisions made.

Chapter 6. Confidentiality of Information

24. Employees involved in resolving a conflict of interest must ensure the confidentiality of the information received and ensure that this information is used only by persons responsible for reviewing, recording and taking measures to resolve and control this process.

25. When individuals and legal entities apply to the Combine with information about the fact or suspicion of a conflict of interest among employees of the executive office and structural structures of the Combine, consider it implemented on the basis of internal regulatory documents.

Chapter 7. Requirements to Keeping and Storing the Register

26. The Mill's HR Department is obliged to keep timely and complete records of cases of conflict of interest by entering them into the Register in accordance with Appendix 4 of these Regulations.

In this case, the information in the Register of the executive office, structural subdivisions is included in the general Register of the Combine by the HR Service of the Combine' executive office. A copy of the General Register is submitted to the Internal Control Structure in an officially approved form at the end of each quarter.

27. Information is entered into the Register in the following cases:

During the first recruitment at the plant - if the candidate indicated the presence of a conflict of interest in the statement on the presence or absence of a conflict of interest, and the Ethics Committee of the Association confirms the existence of a conflict, interest may arise;

if a conflict of interest is revealed during the appointment / rotation of an employee - no later than three working days from the date of signing the order by the Chairman of the Board of the Combine;

on the origin of a conflict of interest - in case the ethics commission of the plant confirms the fact of the possibility of a conflict of interest, no later than three working days from the date of drawing up the conclusion of the ethics commission of the plant;

by the origin of the conflict of interest - in the case of actions of the personnel service and the immediate supervisor of the employee;

When the employees of the plant annually declare information about a conflict of interest - in accordance with paragraph 14 of this Regulation;

when confirming information received through special communication channels about the presence of a conflict of interest;

when conducting internal internal investigations, control is exercised over compliance with the Anti-Corruption Policy of the Mill and compliance with internal regulatory documents and requirements in the field of combating corruption, and if there is a direct indication of entering information into the Register by the internal control structure of the mill.

28. The application and notices of the conflict of interests of employees, as well as other information are stored in the Human Resources Service in accordance with the established procedure and terms.

Chapter 8. Final rules

29. Regardless of their position, all employees of the Combine are personally responsible for unconditional and strict compliance with the requirements of these Regulations, as well as for the immediate provision of complete and reliable information about the conflict of their interests to the HR Service of the Combine, the Internal Control Service of the Combine.

30. Persons who violate the requirements of this Regulation are liable in the prescribed manner.

(Typical form)
PERSONAL DATA SHEETS
of Candidate/Employee

(full name)

_____ (date of entry to work at the last place of employment):

_____ (the last occupied position)

Date of birth: Place of birth:

Nationality: Party membership:

Information: Performed:

Education specialty: _____

Training level: Academic title:

Language skill: Military (special) rank:

Awarded with state awards (what)?:

Member of the Council of People's Deputies, republican, regional, city, district or other
elected body (indicated in full):

PROFESSIONAL CAREER

Information of close relatives of an employee (full name)

Degree of relationship	TIN of citizen – relative	Full name	Date and place of birth	Place of work and position	Address of residence

**Information
about Legal Entities having State Share in the Authorized Capital or Close Relative
Participating in the Management (full name)**

Name of legal entity, TIN, date of state registration	Subject of ownership and degree of relationship	Share of ownership / Participation in management	Main area of business of legal entity

Information about (full name) participating in the authorized capital of commercial organizations, and related persons

Name, TIN, date and place of state registration of a commercial organization	Share of ownership

TYPICAL FORM

Statements of presence or absence of conflicts of interest upon re-employment at JSC Almalik MMC

Full name _____

Name of structural subdivision

for which the candidate is applying _____

The position for which the candidate is applying _____

Date of filling _____

This appendix uses the following terms and concepts:

close relatives – persons related by blood or god kinship, that is, parents, biological and half-brothers and sisters, spouse, children, including adopted children, grandparents, grandchildren, as well as the spouse's parents, biological and half-brothers and sisters

related persons – persons participating in the authorized capital of commercial organizations with an employee of JSC Almalik MMC, except that they own less than five percent of the shares of joint-stock companies, the shares of which are publicly traded on the Republican Stock Exchange;

official – appointed on a permanent, temporary or special basis, or a person elected, acting as a representative of government bodies, or authorized to perform organizational, managerial, administrative and economic tasks and perform legally significant actions in state bodies, self-government bodies of citizens, regardless of the form of ownership, in subdivisions, institutions, organizations, a person who performs these duties in an international organization or in a legislative, executive, administrative or judicial body of a foreign state;

conflict of interest – situations in which the interest of an employee of JSC Almalik MMC affects or may affect his personal proper performance of his official or official duties, as well as situations in which a conflict arises or may arise between the personal interest of an employee and the rights and legitimate interests of citizens, organizations, Combine or State;

personal interest of an employee - money, tangible or intangible assets, other property that may affect the proper performance of the employee's professional or official duties by his close relatives or persons associated with the employee in the course of the employee's performance of his duties. her duties (career and official duties), the possibility of personal gain in the form of wealth and privileges (personal, public, property, financial, political and other interests);

1.	If your close relatives or persons associated with you work in the executive office of JSC Almalyk MMC or in one of the structural divisions, please indicate the full title of their position and the structural division (division) in which they serve. (if they don't work, write "no").
	Yes / No
	<i>Notes :</i>
2.	Are you an employee, member, shareholder, founder, owner, owner, director or representative of a governing body (management board, supervisory board, etc.)? When answering, it is proposed to answer taking into account the legal and property form, as well as the position you hold in any organization, commercial and non-profit organizations, regardless of the amount of material or other benefit that you receive from these organizations. <i>(Note: choose one of the answers "Yes" or "No"; For if your answer is "Yes", please include the name of all relevant organizations and your position (position, share) in the comment line.</i>
	Yes/No
	<i>Notes:</i>
3.	Do you or your close relatives have a financial interest in any organizations? (including shareholdings, shares and bonds) or Can you otherwise influence the decisions of such entities? (Provided that you own 5% or more of the non-publicly traded shares or authorized capital of any organization, or 5% or more of the publicly traded securities of any organization on the Republican Stock Exchange or other stock exchange). <i>(Note: Please mark only one of the answers "Yes" or "No"; For, if your answer is positive, then in the "Notes" line indicate the name of all relevant organizations and the type of your participation in them, your participation in the authorized capital, ownership of shares, etc.)</i>
	Yes/No
	<i>Notes:</i>
4.	Are your close relatives and/or persons related to you in government agencies and organizations, their regional and structural subdivisions, their institutions? <i>(Note: choose one of the answers "Yes" or "No"; For if your answer is "Yes", in the "Notes" line such relative(s), full name, TIN of the related person(s), his/her position and indicate the exact place of work, indicating the department/department/ Department.).</i>
5.	Yes/No
	<i>Notes:</i>
6.	Are your close relatives an employee, member, management or representative of a governing body (management board, supervisory board, board of directors, etc.)? When answering, take into account their organizational, legal and form of ownership, as well as their position in any organization, commercial and non-profit organizations, regardless of whether they receive any remuneration from these organizations. <i>(Note: choose one of the answers "Yes" or "No"; For, if the answer is "Yes", in the comments line indicate the name of all relevant organizations, full name, TIN, the TIN of your close relative, the position (positions) held in them.)</i>
	Yes/No
	<i>Notes:</i>
7.	Are your close relatives government officials? <i>(Note: choose one of the answers "Yes" or "No";</i>

	<i>For, if the answer is “Yes”, in the comment line indicate full name), TIN, his (their) position and the name of the organization and TIN of such relative(s).</i>
	Yes/No
	Notes :
8.	For your personal benefit, for the benefit of your close relatives or related persons, government agencies that are considered confidential, and have you used (including disclosed to any person or organization) information that became known to you while working in organizations? <i>(Note: choose one of the answers “Yes” or “No”; For if your answer is positive "Yes", write about it in detail in the comment line)</i>
	Yes/No
	Notes:
9.	If there are other conditions, circumstances and facts that may lead to a conflict of interest, indicate all of them
	Notes:
	You may also provide other additional information if you feel it is necessary.
	Notes:

By signing this declaration, I confirm the following:

- I have/do not have a conflict of interest (please underline the appropriate answer).
- I agree that the information contained in this application is complete and correct, and that the information I provide will be verified by the relevant law enforcement authorities.
- In accordance with the requirements of the Regulations on the management of conflicts of interest in JSC Almalyk MMC, I undertake to immediately inform the Human Resources Service of the executive office of JSC Almalyk MMC about the new situation and details that affect the completeness, correctness and truthfulness of each application I filled out.

(name)

(signature)

(date)

TYPICAL FORM

statement of the presence / absence of a conflict of interest when rotating / appointing to another position or when filling out an annual declaration

	Full name, TIN (taxpayer's identification number)
	The name of the structural unit for which the candidate is applying
	The position for which the candidate is applying
	Date of completion
	<p>This appendix uses the following terms and concepts:</p> <p>close relatives - persons related by blood or god relationship, that is, parents, biological and half-siblings, spouse, children, including adopted children, grandparents, grandchildren, as well as parents of the spouse, biological and half-siblings of the sister</p> <p>related persons - persons participating in the authorized capital of commercial organizations with an employee of JSC Almalyk MMC, except that they own less than five percent of the shares of joint-stock companies, the shares of which are publicly traded on the Republican Stock Exchange;</p> <p>conflict of interest - situations in which the interest of an employee of JSC Almalyk MMC affects or may affect his personal proper performance of his official or official duties, as well as situations in which a conflict arises or may arise between the personal interest of an employee and the rights and legitimate interests of citizens, organizations, Combine or State;</p> <p>personal interest of an employee - money, tangible or intangible assets, other property that may affect the proper performance of the employee's professional or official duties by his close relatives or persons associated with the employee in the course of the employee's performance of his duties. her duties (career and official duties), natural, financial, political and other interests.</p>
1	<p>If your close relatives or related persons work at the Combine, indicate their full name, TIN number, position held and the name of the structural unit (enterprise, section, department or service) <i>(if he does not work in the management, executive office or subdivisions of JSC Almalyk MMC, write "NO" in the answer).</i></p>
2	<p>If you, your close relatives or related persons participate in the authorized capital of commercial organizations (in the case of individual entrepreneurs), do you think that your position leads to a conflict of interest? <i>(if involved, indicate them (full name, name of organization, TIN number), if not involved, "does not participate", if such a situation leads to a conflict of interest, indicate the reason, if not involved, indicate "does not participate").</i></p>
3	<p>If you, your relatives or people associated with you are involved in the management of non-governmental non-profit organizations, do you think that your</p>

	position will lead to a conflict of interest? <i>(if the candidate participates, indicate them, if not, then “DOES NOT PARTICIPATE”, if such a situation leads to a conflict of interest, indicate the reason, if it does not, then indicate “DOES NOT PARTICIPATE” in your answer).</i>
4	Do your relatives or people associated with you work in government bodies and organizations? If the answer is “YES”, please provide the official name of the organization, the name of the relevant department, the name of the position held by your relative, the TIN number of the organization, the TIN number and the name of your relative in full.
5	You have information about violations or possible violations by employees of JSC Almalyk MMC and its structural subdivisions of the Rules of the Code of Ethics of the Combine, other internal regulatory documents related to combating corruption, <i>(Note: choose only one of the answers "Yes" or "No"; If your answer is yes "YES", write about it in detail in the comment line and attach evidence, documents (audio, video, written documents, etc.).</i>
6	Record additional information and messages as needed.

By signing this declaration, I confirm the following:

- I have/do not have a conflict of interest (underline the appropriate answer).
- I agree that the information I provide will be checked by law enforcement authorities for completeness, correctness and reliability.
- In accordance with the requirements of the Regulations on the management of conflicts of interest in JSC Almalyk MMC, I undertake to immediately notify the Human Resources Department in the Executive Office of the Mill of any new circumstances that affect the accuracy of any application I have completed.

(full name)

(signature)

(date)

*Appendix 4
to the Regulations of Management
of Conflicts of Interest
at JSC "Almalik MMC"
and its structure*

**REGISTER
of Conflicts of Interest**

No.	Date of receiving the information	Full name, TIN of employee with conflict of interest	Structural subdivision and position of an employee of JSC Almalik MMC	Subject of conflict of interest	Type of conflict of interest (actual or potential)	Measures to settle conflict of interest	Number and date of the minutes of the meeting of the Ethics Commission, details of the decision made by the Human Resources Department	The person responsible for monitoring the implementation of these activities
1	2	3	4	5	6	7	8	9
1								
2								
3								
::								

