

REGULATIONS
on the procedure for rewarding
persons who reported corruption
offenses or otherwise assisted in the
fight against corruption at
JSC “Almalyk MMC”

Chapter 1. General

1. This Regulation establishes the procedure for rewarding persons who reported a corruption offense (or attempted commission), or otherwise contributed to the fight against corruption committed by employees of the executive office and/or structural divisions of the Combine in accordance with the Law of the Republic of Uzbekistan "On Combating Corruption" and the resolution Cabinet of Ministers of the Republic of Uzbekistan dated December 31, 2020 "On the procedure for rewarding persons who reported a corruption offense or otherwise contributed to the fight against corruption" No. 829.

2. The requirements of the Decree of the Cabinet of Ministers No. 15 of January 8, 2018 "On measures to further improve the system for preventing offenses and combating crime" do not apply to relations regulated by this Regulation.

3. The following basic terms and concepts are used in this Regulation:

persons who reported a corruption offense or otherwise assisted in the fight against corruption - employees of the Combine, including members of the board, heads and employees of divisions and structural divisions, citizens, stateless persons, legal entities or individual entrepreneurs, employees of a state body, organization with state participation or self-government bodies of citizens;

active participation in the fight against corruption - rendering assistance in the search for persons who are wanted in accordance with legislative acts for reports of corruption offenses being prepared, being committed or committed or who have committed corruption crimes;

providing assistance in the fight against corruption in another way - to report to the Compliance Control Service about evidence relevant to the investigation and disclosure of crimes related to corruption, or to investigate crimes of this category or to conduct operational search activities to law enforcement agencies of the Republic of Uzbekistan, also as direct assistance to the authorized state body for combating corruption;

corruption administrative offenses - offenses provided for by Articles 611, 1758, 1931 and 1932 of the Code of Administrative Responsibility of the Republic of Uzbekistan;

corruption crimes - the commission of crimes provided for in paragraph "d" of part two of Article 167, paragraph "c" of part three of Article 168, articles 175, 1929 and 19210, 205, 209-214, article 243, as well as the crimes specified in article 301 of the Criminal Code Republic of Uzbekistan using official position;

bodies carrying out operational-investigative activities and procedural actions related to the detection and disclosure of crimes related to corruption (hereinafter referred to as the authorized state bodies for combating corruption) – the General Prosecutor's Office, the State Security Service, the Ministry of Internal Affairs, the Department for Combating Economic Crimes under the General Prosecutor's Office of the Republic of Uzbekistan;

conscientious reporting of violations of anti-corruption requirements - an appeal by an employee of the Company about a corruption offense (or an attempt to commit it), verifying its validity through authorized communication channels;

counterparty (contractual partner) – any legal or natural person (individual entrepreneur) entering into contractual relations with the Combine (except for labor relations);

4. The following are the main tasks of encouraging (hereinafter - Encouragement) of persons who reported a corruption offense or otherwise contributed to the fight against corruption:

Formation of an uncompromising (intolerant environment) attitude towards all manifestations of corruption, as well as ensuring the effective implementation of state policy in this area in the Combine;

ensuring preliminary prevention of corruption crimes in the Company, timely identification and elimination of conditions allowing this;

further increase in the activity of workers and employees of the Combine, as well as the population in the fight against corruption, also for their worthy encouragement for their contribution to this sphere.

5. Encouragement is carried out on the basis of legality, fairness, impartiality, publicity, transparency, accountability, strict observance of the rights, freedoms and legitimate interests of contributing persons, as well as the principles of ensuring personal security and taking into account their desires.

6. The requirements of this Regulation do not apply to the following persons:

officials, including persons assisting in ensuring confidentiality to bodies carrying out operational-search activities in accordance with the law of the Republic of Uzbekistan "On operational-search activities;

persons who voluntarily or directly committed corruption offenses within thirty days from the date of commission of corruption offenses in accordance with the law.

7. Encouragement is determined in the form of a one-time monetary award, gratitude or a memorable gift.

Chapter 2. Grounds and types of incentives for persons who reported a corruption offense committed with the participation of employees of the Combine, or otherwise contributed to the fight against corruption

8. Employees must immediately send the messages disclosed by them and information about any corruption offenses in the Combine and its composition to the Compliance Control Service of the Executive Office of the Combine through the following communication channels:

If report to the number “(+998 70) 619 15 47” or (+998 71) 202 04 02 (internal phone number: 220 or 102) or the cell phone number of the Anti-Corruption Coordinator of the Agency (+998 99) 007-47- 63.

E-mail: please contact on info@anticorruption.uz.

Other telephone numbers of the Service in the Executive Office of the Combine:

(+998 70) 619-23-32; (+998 78) 141-93-32; or (+998 99) 007 47 63.

The address of the official web page, as well as addresses in the social networks of JSC Almalyk MMC:

In Telegram messenger – official channel AGMK-OKMK - https://t.me/ao_agmk

The address of the official web-page of the Combine on the Internet: www.agmk.uz

Address in Facebook: www.facebook.com/agmkofficial

Permanent address in video hosting “Youtube”:
www.youtube.com/c/AGMKuzAlmalik/featured

Special notices of corrupt practices can be reported to the Company and its employees can be sent to the following addresses: - @OKMK_OFFICIAL_bot .

Bot address of the Information (Press) service of the Combine:
@AGMK_PRESSA_BOT.

To the channel of the Compliance Control Service @OKMKcompliance;

By filling in the forms given on the following official web page of JSC Almalik MMC: <https://agmk.uz/ru/obyavleniye/korrupsiyaga-qarshi-kurash>, also the official web page of the Authorized state body: <https://anticorruption.uz/ru/item/report-corruption>.

To the following e-mail address of the Compliance Control Service:
stop.corruption@agmk.uz.

directly to law enforcement authorities.

9. Reiterating the definition of responsibility:

for giving a false report under Article 237 of the Criminal Code;

for libel under Article 139 of the Criminal Code;

Article 40 of the Code of Administrative Liability establishes liability for defamation, and these actions also entail liability.

10. Persons who reported a corruption offense committed at the Company, or otherwise assisted in the fight against corruption, are encouraged with a one-time monetary reward if one of the following grounds exists:

Disclosure of a similar offense on the basis of a report by employees and workers, citizens or stateless persons, demanding a bribe in relation to themselves or about a corruption offense known to them by the competent state anti-corruption bodies (list of state bodies directly engaged in anti-corruption activities, Article 7 (<https://lex.uz/docs/3088008>);

Disclosure of an offense on the basis of a report by an employee of a non-governmental commercial organization or other non-governmental organization or a state body, an organization with state participation or a self-government body of citizens about a person who offered a bribe in relation to himself or demanded a bribe, or about an offense known to him about a corruption offense submitted to counteraction authorities corruption (and by employees of anti-corruption bodies to their immediate supervisor);

with the exception of the detention of a wanted person on the basis of a report to the law enforcement agencies of the Republic of Uzbekistan about a wanted person for committing a corruption crime, law enforcement officers.

11. Persons who report a corruption offense committed at the Company, or otherwise contribute to the fight against corruption, will be encouraged by the following amount of a one-time monetary reward:

a) for reporting a corruption administrative offense - in the amount of three times the size of the base settlement value;

b) if the amount of the bribe or the damage caused or the value of the appropriated (developed) property exceeds thirty times the size of the base settlement value:

for a crime without a high social risk - in the amount of up to five times the size of the basic calculated value;

for a crime with a minor social danger - in the amount of seven times the size of the basic calculated value;

for a serious crime - in an amount ten times higher than the amount of the basic calculated value;

for a particularly serious crime - in the amount of fifteen times the size of the base settlement value;

c) if the amount of a bribe or damage caused or the value of the appropriated (developed) property is from thirty to one hundred times the basic calculated value:

for a crime with a slight degree of social danger - ten times the amount of the base calculated value;

for a minor crime - in the amount of fifteen times the size of the basic calculated value;

for a serious crime - in the amount of twenty times the size of the basic settlement value;

for a particularly serious crime - in the amount of twenty-five times the size of the base settlement amount;

d) the amount of the bribe or the value of the damage caused or the appropriated (developed) property of more than a hundred times the base calculated value, is calculated by the following percentage calculation:

for a particularly large amount - up to fifteen times the amount of the bribe or the damage caused or the value of the appropriated (developed) property;

for a large or especially large amount - in the amount of ten percent of the amount of the bribe or damage caused, or of the value of the appropriated (developed) property.

At the same time, when calculating the amount of bribes or damage caused or the value of the appropriated (developed) property as a percentage, it is necessary to proceed from the minimum amount established by law.

12. Employees (employees) of the Combine, or any persons not related to it, who reported to the anti-corruption authorities about facts relevant to the investigation or disclosure of such categories of crimes or the conduct of operational search activities, are encouraged by a member of the Board in the form of gratitude or a memorable gift, except for law enforcement officers.

The cost of a memorable gift should not exceed twice the amount of the base calculated value.

13. In the following cases, a person who has reported a corruption offense or otherwise contributed to the fight against corruption is encouraged to:

four times the basic settlement amount for reporting two or more corruption administrative offenses;

in a single amount for reporting two or more corruption crimes of various classifications according to a more serious classification based on the social danger of these crimes;

in a single amount for reporting two or more corruption crimes of the same classification;

in equal shares equal to the amount of the monetary reward specified in paragraphs 9 and 11 of this Regulation for reporting an administrative offense or a crime related to corruption, or a wanted person, submitted by two or more persons.

When the prosecutor confirms the decision to terminate the criminal case on guilt or the entry into force of the court decision without resolving the issue of guilt on the basis of

paragraphs 1-3 of part one, part three and part five of Article 84 of the Criminal Procedure Code of the Republic of Uzbekistan;

when making a decision of the prosecutor, interrogating officer, investigator or court to terminate the search for the wanted person.

16. Expenses related to the encouragement of persons who reported a corruption offense at the Company or otherwise contributed to the fight against corruption, are carried out at the expense of the Combine.

Chapter 3. The procedure for considering the issue of encouraging persons who reported a corruption offense related to the Company and / or its employees, or otherwise contributed to the fight against corruption

17. The issue of encouraging persons who reported a corruption offense related to the Company and / or its employees, or who otherwise contributed to the fight against corruption, is considered by the chairman of the board or the "Ethics Commission", which is formed in the executive office.

At the same time, an idea about the promotion of state bodies directly engaged in anti-corruption activities is submitted to the "Committee on Combating Corruption and Ethics", the Chairman of the Board, as well as the Ethics Commission, which is formed in the executive office of the Combine, consisting of members of the Supervisory Board of JSC Almalyk MMC.

18. Personnel, procedure of activity, rights and powers, duties and functions of the chairman and members of the "Commission on Ethics" are determined by the chairman of the board or the Supervisory Board.

19. The following documents, which are the basis for encouragement, are attached to the submission:

- a copy of the registered application or information confirming the oral communication;

- a copy of the court decision or indictment that has entered into force;

- a copy of the decision or decision to cancel the search, as well as to terminate the criminal case without resolving the issue of guilt;

- a copy of an identity document;

- bank details with a personal account (plastic card) of persons who reported a corruption offense or otherwise contributed to the fight against corruption. It is strictly forbidden to request documents not specified in this paragraph.

20. The submission to encourage the state bodies directly engaged in anti-corruption activities, and the supporting documents attached to it, will be submitted to encourage the "Committee on Combating Corruption and Ethics", the Chairman of the Board, as well as the "Commission on Ethics created formed in the executive office of the Combine consisting of members of the Supervisory Board of JSC Almalyk MMC within three working days from the date of the foundation.

21. The Anti-Corruption and Ethics Committee, which includes members of the Supervisory Board, checks the completeness, validity and compliance of the submitted documents with the requirements of this Regulation within five working days from the date of receipt of documents for encouragement.

22. In case of detection of incompleteness of the documents submitted for promotion, as well as a situation of non-compliance with the requirements of this Regulation, the

package of documents is returned to the state body included in the submission, directly carrying out anti-corruption activities within two working days.

If the circumstances that are the basis for the return are eliminated, the relevant documents may be re-submitted for promotion based on the requirements of these Regulations.

23. Decisions on incentives issues issued by the Chairman of the Board or the "Ethics Commission" created in the executive office will be sent to the Department of Finance and Treasury, the Accounting Department of the Combine for enforcement and making a detailed report on its results to the state body directly carrying out activities for anti-corruption measures within three working days.

24. The "Commission on Ethics", created in the executive office of the Combine, within one working day, decides on the promotion of a one-time cash prize or a memorable gift.

25. The Chairman of the Ethics Commission, created in the executive office of the Combine, is personally responsible for the legality and objectivity of the decisions of the Commission under his leadership, as well as for non-disclosure of information about the identity of employees.

26. The Department of Finance and Treasury, the Central Accounting Department, the Youth Union of the Combine, the Human Resources Service, the Department of Remuneration and Labor Incentives of the Combine, the Council of Trade Unions of JSC Almalyk MMC or the Commission on Ethics of the Executive Office, on the basis of a decision on encouragement, enroll the appropriate funds determined by decision to the personal account (plastic card) of persons in full, and memorable gifts are provided for solemn transfer with the written consent of the awarded person within five working days after the acquisition of the item to be donated in accordance with the law.

27. The Finance and Treasury Department, the Central Accounting Department, the Youth Union of the Combine, the Human Resources Service, the Remuneration and Incentives Department, the Council of Trade Unions of JSC Almalyk MMC, within three working days, provide information in an official form to the anti-corruption body that submitted the information on ensuring the execution of the decision with the attachment of supporting documents.

28. The issue of encouragement in the form of gratitude is considered by the Human Resources Service, the Department of the Youth Union, the Legal Department of the Combine together with the Trade Union Council of JSC Almalyk MMC, and a joint proposal for encouragement is made to the Chairman of the Board.

Chapter 4 Final Provisions

29. A record of persons rewarded for reporting a corruption offense or otherwise contributing to the fight against corruption is maintained by the Compliance Control Service based on detailed information provided by the Compensation and Incentives Department.

30. In order to ensure the safety of persons, their family members and close relatives who reported a corruption offense or otherwise contributed to the fight against corruption, information about them may be disclosed solely on the basis of requirements established by law.

31. Protection of persons, members of their families and close relatives who reported a corruption offense or otherwise assisted in the fight against corruption will be carried out in accordance with the law.

32. This Regulation is reviewed in case of amendments and additions to the legislative acts of the Republic of Uzbekistan in the field of combating corruption, internal regulatory documents of the Combine, as well as in case of changes in international best practice. The Compliance Control Service (an internal control structure for combating corruption) is responsible for making changes and additions to this Regulation.

33. Disputes related to the encouragement of persons who reported a corruption offense or otherwise contributed to the fight against corruption are resolved in the manner prescribed by law.

34. Persons found guilty of violating the requirements of this Regulation are held liable in accordance with the procedure established by law.