

REGULATIONS
on the procedure for introduction
of the antimonopoly system of
compliance control and its functioning
at JSC “Almalyk MMC”

Chapter 1. General

1. This Regulation determines the procedure for the implementation of the antimonopoly compliance control system, its functioning and monitoring in the executive office and structural divisions of JSC “Almalyk Mining and Metallurgical Company”.

2. The following basic concepts are used in this Regulation:

antimonopoly body – the Antimonopoly Committee of the Republic of Uzbekistan and its territorial departments;

antimonopoly compliance control system – internal organizational measures and procedures aimed at ensuring compliance of activities with competition law, risk assessment and crime prevention;

report on antimonopoly compliance control – a document or set of documents containing information on the organization of compliance with competition laws and its results;

authorized person (assigned employee or staff of the internal control structure) – the Compliance Control Service (hereinafter referred to as the Service);

sales – procedures, including electronic trading principles, related to the purchase and sale of goods and services.

3. The main tasks of the antimonopoly system of compliance control in Almalyk MMC JSC are:

identification, assessment and management of possible risks of violation of competition law requirements;

ensuring, monitoring and control of compliance with the requirements of competition law in JSC "Almalyk MMC";

prevention of violations of the requirements of the law on competition in the activities of JSC "Almalyk MMC" and the commission by officials (managers) in the process of fulfilling their duties of actions contrary to competition;

assessment and ensuring the effectiveness of the functioning of the antimonopoly system of compliance control in JSC "Almalyk MMC";

in order to prevent violation of the requirements of competition law in the labor activity of employees of JSC "Almalyk MMC", systematic training, improving the knowledge and skills of employees in this area, developing their knowledge and skills regarding competition law.

Chapter 2. Organization of the antimonopoly system of compliance control in the executive office and structural divisions of the Company

4. The compliance control service for the implementation and improvement of the antimonopoly compliance control system in the executive office and structural divisions of the Company performs the following work:

monitoring violations of competition law requirements;

analysis of materials related to activities (including an inventory of internal regulations aimed at identifying norms that restrict competition and (or) the rights and interests of consumers), developing measures aimed at eliminating the identified shortcomings;

identification of factors, risks that may lead to restriction of competition, and development of proposals and recommendations for their elimination;

coordination of the activities of the divisions of the executive office of the Company, as well as enterprises in the system on issues related to the functioning of the antimonopoly system of compliance control;

mutual exchange of information with the antimonopoly authority on violations of competition law requirements;

coordinating and monitoring the implementation of work on the development of an annual "road map" in order to reduce the risks of violating the requirements of competition law;

monitoring of changes in legislative acts on competition, as well as making proposals for making appropriate changes and additions to the internal regulatory documents of the Company;

organization of work on organizing, coordinating, implementing general guidelines for the implementation of accounting (register) of situations associated with risk, assessing the risks of violation of the requirements of legislative acts on competition in the divisions of the executive office and structural divisions of the Company;

identification, evaluation by divisions of the executive office of the Company and structural enterprises of conflicts of interest that may lead to restriction of competition in their activities, and generalization of the developed proposals for their elimination;

assisting the Human Resources Service and other interested departments and structures in conducting regular trainings, seminars, webinars and other forms of training and advanced training for employees of the Company on antimonopoly compliance control;

study of draft internal regulatory documents adopted by JSC Almalyk MMC, and in case of revealing norms that may lead to violation of the requirements of legislative acts on competition, making a proposal to this effect to the Chairman of the Board;

implementation and organization of the effective functioning of the antimonopoly system of compliance control by divisions of the executive office and structural enterprises of JSC "Almalyk MMC";

submission for approval to the chairman of the board of the report on the state of the antimonopoly system of compliance control before the first of February with the end of the year.

5. The Compliance Control Service is directly subordinate to the Chairman of the Board in carrying out its activities and is accountable only to him.

6. It is not allowed to assign tasks, functions and assignments to the service and its employees that are not provided for by this regulation and other legislative acts.

Chapter 3. Identification of cases of violation of requirements competition laws

7. In order to identify the risks of violation of the requirements of legislative acts on competition in JSC "Almalyk MMC", the Compliance Control Service, together with the responsible divisions of the Company, carry out:

making proposals to the Chairman of the Board on conducting rough correspondence in order to determine the norms and rules that lead to violation of the requirements of

legislative acts on competition or restriction of competition at the Company, organizing work to study the internal regulatory documents of the Company;

coordination of work on the analysis of compliance with antimonopoly requirements for public procurement (tenders, competitions and exchange trading), as well as compliance with the requirements of competition laws;

coordination of work on the analysis of the revealed circumstances of violation of the requirements of legislative acts on competition;

coordinating work on monitoring and analyzing the practice of applying competition laws;

participation in the work on regular evaluation of the effectiveness of the developed and implemented measures to reduce the risks of violation of the requirements of legislative acts on competition;

general management of work on the analysis of antimonopoly risks with a high probability of occurrence in the activities of the Company and the compilation of their lists in the form of a risk map, as well as coordinating the work of divisions and enterprises of the Company in this regard;

organization and control of work on the systematic evaluation of the effectiveness of the developed and implemented measures to reduce the risks of violation of competition law requirements;

based on the nature of the activities of JSC Almalyk MMC and in agreement with the Chairman of the Board, takes other measures aimed at ensuring and improving the effective functioning of the antimonopoly compliance control system;

risks identified in case of violation of the requirements of legislative acts on competition are qualified by the relevant division of the Company in accordance with the appendix to this Regulation.

8. Reports and information of the relevant divisions and enterprises on the analysis, identification and assessment of risks of violation of the requirements of legislative acts on competition, the consolidated (generalized) summary of the Company on antimonopoly compliance control are developed by the Compliance Control Service.

Chapter 4. Evaluation of the effectiveness of the functioning of the antimonopoly system of compliance control in the divisions of the executive office and structural enterprises of the Company

9. The calculation of the main indicators for evaluating the effectiveness of the functioning of the antimonopoly system of compliance control in JSC "Almalyk MMC" is carried out by the Working Group of the Company on the basis of the manual (methodology) developed by the Antimonopoly Committee.

10. The state of implementation of the antimonopoly system of compliance control in the subdivisions of the executive office and structural enterprises of JSC Almalyk MMC, also the achieved key performance indicators are evaluated by each subdivision and enterprise in the relevant part and submitted to the Service for generalization and preparation of a consolidated report of the Company (once per results of the year up to the first date of February).

11. Reports on the achievement of key indicators for evaluating the effectiveness of the functioning of the antimonopoly compliance control system in JSC "Almalyk MMC", prepared by the relevant departments, as well as enterprises, together with supporting documents, are submitted to the Compliance Control Service for the preparation of a consolidated (generalized) report of the Company.

Chapter 5. Reporting of divisions of the executive office, as well as structural divisions of the Company on antimonopoly compliance control

12. Reports of divisions of the executive office, as well as structural divisions of the Company on antimonopoly compliance control, must contain the following data and information:

the results of the assessment work carried out on the risks of violation of the requirements of competition and antimonopoly laws, as well as the implementation of measures to reduce the impact of identified risks;

up-to-date and reliable information on the state of achievement of the main performance indicators of the antimonopoly compliance control system.

13. The report approved by the chairman of the board containing general information about the state of the antimonopoly compliance control system is posted by the information service on the official website of the Company on the Internet, and is also sent to the Antimonopoly Committee within five working days.

Chapter 6. Final provisions

14. This Regulation may be revised as necessary in case of amendments and additions to the legislative acts of the Republic of Uzbekistan directly affecting legislative acts in the field of combating corruption, legislative acts in the antimonopoly field, the field of competition, or internal regulatory documents of the Company, also in the event of a change in the advanced international practice.

The Compliance Control Service of the Company is the subdivision responsible for making changes and additions to these Regulations.

15. All employees of the Company, regardless of their position/position, length of service or other factors, are responsible for the steadfast observance of the provisions and requirements of these Regulations.