



APPROVED
Chairman of the Board
JSC "Almalyk MMC"

_____ **A. Khursanov**

_____ **2024**

Supplier Code of Conduct JSC “Almalyk MMC”

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CONTENT

GENERAL INFORMATION	4
COMPLIANCE WITH THE CODE BY SUPPLIERS	4
LABOR RELATIONS	4
HUMAN RIGHTS.....	5
ENVIRONMENTAL PROTECTION, INDUSTRIAL SAFETY AND LABOR PROTECTION.....	5
COMPLIANCE WITH BUSINESS ETHICS	6
SOCIAL RESPONSIBILITY	6
ENVIRONMENTAL RESPONSIBILITY	7
CONSIDERATION OF INFORMATION ON VIOLATIONS OF THE CODE.....	7



Change Registration Sheet

№	Sheet (page) numbers				Total sheets (pages) in a document	No Document	Incoming No of the accompanying document	Signature	Date
	Changed	Replaced	New	Seized					
1	2	3	4	5	6	7	8	9	10

GENERAL INFORMATION

JSC "Almalyk MMC" (hereinafter referred to as AMMC) actively interacts with counterparties in all sectors of the economy both in the Republic of Uzbekistan and around the world when procuring goods, works and services, adhering to high ethical standards, principles of open and honest business, as well as a firm focus on its sustainable development.

Sustainable development is an integral part of POX. In its current activities, it is fully responsible for sustainable development and all its components: occupational health and safety, corporate governance, business ethics and environmental protection.

For AMMC, sustainable development means creating economic value and opportunities for society through tax deductions, creating new jobs, comprehensive support for local communities in the regions of operation, respecting human rights, minimizing the negative impact on the environment, including optimizing and improving approaches to environmental protection, as well as procurement activities based on the principles of human rights protection. compliance with the basics of business ethics, anti-corruption and environmental protection.

The AMMC Supplier Code of Conduct reflects the requirements for supplier compliance with the requirements for integrity, ethical and legal standards, regulatory compliance, confidentiality, gifts, remuneration and business lunches, labor law, health and safety, environment, anti-bribery and corruption, fair competition and the quantity of materials supplied.

COMPLIANCE WITH THE CODE BY SUPPLIERS

AMMC expects from Suppliers:

compliance with the principles of open and honest business conduct, business ethics and sustainable development, as well as the principles of the United Nations Global Compact, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and applicable legislation in the field of ecology and industrial safety;

compliance with the provisions of the Code, including through the adoption and implementation of the supplier's own code of conduct, including the main provisions set out in the Code;

ensuring compliance with the provisions of the Code in relation to its employees and counterparties with whom contracts are concluded necessary for the performance of contracts concluded by Suppliers with POX.

LABOR RELATIONS

AMMC shares the principles of social partnership in relations with its employees and strives to be a responsible employer not only by observing the applicable law, but also by assuming a number

of voluntary obligations regarding the development, training, social support and encouragement of employees. AMMC expects Suppliers to adhere to the same principles.

AMMC expects from Suppliers:

recognition of freedom of association and promotion of the right to collective bargaining and freedom of speech, prevention of obstacles to the exercise by employees of their labor rights, freedoms and legitimate interests and their protection by all means not prohibited by law;

prevention of the use of child and forced labor;

ensuring working conditions without discrimination and harassment (discrimination of people on the basis of race, skin color, nationality, disability, religion, political opinions, trade union membership and other discriminatory methods in accordance with applicable law, as well as to promote socio-cultural diversity of personnel);

ensuring the provision of fair and equitable wages, benefits and other conditions of employment in accordance with applicable law;

ensuring safe working conditions that meet regulatory requirements for labor protection;

implementation of measures to improve working conditions, labor protection and reduce the levels of occupational risks.

HUMAN RIGHTS

AMMC expects Suppliers to adhere to the principles of respecting the human rights of their employees, as well as any third parties, respect for their honor and dignity, as well as social responsibility towards local communities in the regions of operation.

AMMC expects from Suppliers:

compliance with the requirements of applicable law in the field of protection of human rights and the rights of local communities in the regions of operation;

upholding the principles set out in the Universal Declaration of Human Rights and the principles of the United Nations Global Compact;

respect for the human dignity and rights of its employees, as well as any third parties;

making an economic and social contribution to the development of the regions where the Company operates, providing comprehensive support to local communities in the regions where it operates, as well as respecting their cultural heritage and traditions;

ensuring the confidentiality of personal data and processing them in accordance with applicable law.

ENVIRONMENTAL PROTECTION, INDUSTRIAL SAFETY AND LABOR PROTECTION

AMMC expects Suppliers to comply with the principles of responsible attitude to occupational safety and health, environmental protection and the use of natural resources.

AMMC expects that in the production and supply of goods, performance of work, provision of services, Suppliers:

- comply with applicable law in the field of environmental protection, labor protection, industrial and fire safety;

- comply with the requirements of the contracts concluded by the AMMC regarding environmental protection, labor protection, industrial and fire safety;

Vendors are encouraged to collaborate with AMMCs to identify opportunities to optimize and improve environmental practices, with a particular focus on energy consumption and greenhouse gas emissions, responsible use of water, safe handling, movement and disposal of chemicals, solid waste management, air emissions and wastewater discharges.

COMPLIANCE WITH BUSINESS ETHICS

AMMC expects Suppliers to comply with the principles of ethical and honest business conduct.

AMMC expects from Suppliers:

- compliance with applicable law in the performance of its obligations under contracts concluded with POX;

- prevention of any types of corruption offenses and acts related to the legalization (laundering) of proceeds from crime, as well as compliance with the requirements of the AMMC Anti-Corruption Policy;

- strive for transparency and responsibility in their business relationships;

- prevention of actions or inaction that give rise to conflicts in business relations. Striving to resolve conflicts that have arisen on the basis of a balance of interests of participants in business relations;

- establishing a ban on the misuse of confidential information and preventing its misuse. Compliance with the requirements of agreements and contracts concluded with AMMC regarding the protection of confidential information;

- conduct competition fairly and in accordance with antitrust and competition laws.

SOCIAL RESPONSIBILITY

Suppliers must develop strong relationships with the local communities of the regions in which they operate, based on respect, a willingness to learn, and mutual benefit.



ENVIRONMENTAL RESPONSIBILITY

Suppliers must strive to protect the environment and perform their work in an environmentally responsible and sustainable manner.

CONSIDERATION OF INFORMATION ON VIOLATIONS OF THE CODE

Any person has the opportunity to report the facts of violation of the Code to the AMMC by Helpline: (+998 70) 619-23-33 or by e-mail stop.corruption@agmk.uz.

The AMMC ensures that all information received is reviewed and appropriate measures are taken if necessary.

AGREED:

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Acting Deputy Chairman of the Management Board for Commercial Affairs

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