“Navoiyazot” AJ
Kuzatuv kengashining
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231-son yig‘ilish
bayonnomasiga muvofiq
“TASDIQLANGAN”

“NAVOIYAZOT” AKSIYADORLIK JAMIYATINING KORUPPSIYAGA QARSHI KURASHISH SIYOSATI

(YANG! TAHRIR)

Navoiy-2026

APPROVED
by the Minutes of the
Supervisory Board
of JSC "Navoiyazot"
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Anti-Corruption Policy of Joint-Stock Company "Navoiyazot"

(NEW EDITION)

Navoi-2026

O‘zbek tilida	in English
I. Umumiy qoidalar	**I. General Provisions**
1.1. Ushbu Siyosat “Navoiyazot” AJ(keyingi o‘rinlarda - Jamiyat)da xalollik siyosatini ta’minlash, ya’ni xodimlar va umuman jamiyatda korrupsiyaga qarshi kurashish madaniyatini oshirish maqsadida yuksak xulq-atvor standartlariga muvofiqlik, shuningdek lavozim (xizmat) majburiyatlarini bajarish chog‘ida Jamiyat xodimlari tomonidan korrupsiyaviy harakatlar sodir etilishiga yo‘l qo‘ymaslikka doir pozitsiyasini ifodalaydi.	1.1. This Policy expresses the position of Navoiyazot JSC (hereinafter – the Company) on ensuring an integrity policy, namely compliance with high standards of conduct in order to enhance the culture of combating corruption among employees and in society in general, as well as preventing the commission of corrupt actions by the Company’s employees in the performance of their official duties.
1.2. Ushbu Siyosat O‘zbekiston Respublikasining 2017-yildagi “Korrupsiyaga qarshi kurash to‘g‘risida”gi va 2024-yil 5-iyundagi “Manfaatlar to‘qnashuvi to‘g‘risida”gi Qonunlar talablari, O‘zbekiston Respublikasi Prezidentining korrupsiyaga qarshi kurashish tizimini joriy etish, uning samaradorligini oshirish va qo‘llab quvvatlash bo‘yicha amaldagi Qarorlari, Farmon va Farmoishlari hamda 2025-yil 21-apreldagi PQ-147-sonli “Davlat organlari va Jamiyatlarining korrupsiyaga qarshi ichki nazorat bo‘linmalari mustaqilligini ta’minlash hamda faoliyat samaradorligini oshirish chora-tadbirlari to‘g‘risida”gi Qarori va PF-71-sonli “Korrupsiyaga qarshi kurashish tizimini yanada takomillashtirish bo‘yicha belgilangan ustuvor vazifalar ijrosini samarali tashkil etishga doir chora-tadbirlar to‘g‘risida”gifarmonga muvofiq korrupsiyaga qarshi kurash soxasidagi xalqaro Tashkilotlar tavsiyalari va ilg‘or dunyo tajribasi, jumladan ISO 37001:2025 “Korrupsiyaga qarshi kurash menejmenti tizimi - Talablar va ularni qo‘llashga doir tavsiyalar” xalqaro standarti talablari va tavsiyalarini xisobga olgan xolda ishlab chiqilgan.	1.2. This Policy has been developed in accordance with the requirements of the Law of the Republic of Uzbekistan “On Combating Corruption” and the Law of the Republic of Uzbekistan “On Conflict of Interest”, as well as the current resolutions, decrees, and orders of the President of Uzbekistan aimed at introducing, improving, and supporting the anti-corruption system. It also takes into account the Presidential Resolution No. PQ-147 “On Measures to Ensure the Independence of Internal Anti-Corruption Control Units of State Bodies and Companies and to Increase the Effectiveness of Their Activities” and the Presidential Decree No. PF-71 “On Measures to Effectively Organize the Implementation of Priority Tasks for Further Improvement of the Anti-Corruption System.” The Policy has also been developed taking into account the recommendations of international organizations in the field of combating corruption and advanced international practices, including the requirements and recommendations of the ISO 37001:2025 “Anti-Bribery Management Systems — Requirements with Guidance for Use.”
1.3. Jamiyat Siyosatni o‘z faoliyatining o‘ziga xosligidan kelib chiqib, qabul qiladi, o‘ziga xos va qoldiq korrupsiyaviy xavf-xatar va mavjud resurslar asosida korrupsiyaga qarshi kurashish bo‘yicha o‘z mexanizmlarini ishlab chiqadi va joriy etadi.	1.3. The Company adopts this Policy based on the specific nature of its activities and develops and implements its own anti-corruption mechanisms based on inherent and residual corruption risks and available resources.
1.4. Quyidagilar Jamiyatda korrupsiyaga qarshi kurashishning asosiy maqsadi hisoblanadi: 1.4.1. Jamiyat xodimlari tomonidan O‘zbekiston Respublikasi qonunlari va korrupsiyaga qarshi kurashishga doir ichki hujjatlar talablarini tushunish va ularga rioya etilishi; 1.4.2. Jamiyatda korrupsiyaviy xavf-xatarlarni kamaytirish va korrupsiyaga barham berish;	1.4. The following constitute the main objectives of combating corruption in the Company: 1.4.1. ensuring that the Company’s employees understand and comply with the laws of the Republic of Uzbekistan and the requirements of internal documents related to anti-corruption; 1.4.2. reducing corruption risks in the Company and eliminating corruption; 1.4.3. implementing measures to prevent corruption in all areas of the

1.4.3. Jamiyatning barcha faoliyat soxalarida korrupsiyaning oldini olish bo‘yicha chora-tadbirlarni amalga oshirish; 1.4.4. Jamiyatda korrupsiyaga nisbatan murosasiz munosabatni shakllantirish; 1.4.5. Jamiyat xodimlari faoliyatining shaffofligi va xulq-atvor me’yorlariga muvofiqligini ta’minlash; 1.4.6. korrupsiyaviy harakatlarni o‘z vaqtida aniqlash, ularga barxam berish, ularning oqibatlari, ularni keltirib chiqaruvchi sabab va shart-sharoitlarni bartaraf etish, korrupsiyaviy harakatlarni sodir etganlik uchun javobgarlikning muqarrarligi tamoyilini ta’minlash; 1.4.7. aholining Jamiyat faoliyati yuzasidan huquqiy ongi va madaniyati darajasini oshirish; 1.4.8. Jamiyatda mavjud korrupsiyaga barham berish.	Company’s activities; 1.4.4. forming an uncompromising attitude towards corruption within the Company; 1.4.5. ensuring transparency in the activities of the Company’s employees and compliance with standards of conduct. 1.4.6. ensuring the timely detection of corrupt actions, their elimination, the mitigation of their consequences, the removal of causes and conditions leading to them, and ensuring the inevitability of liability for committing corrupt actions; 1.4.7. increasing the level of legal awareness and culture of the population regarding the activities of the Company; 1.4.8. eliminating existing corruption within the Company.
1.5. Mazkur Siyosat talablari egallab turgan lavozimi va bajarayotgan funksiyasidan qat’iy nazar Jamiyatning barcha xodimlari uchun birdek amal qiladi.	1.5. The requirements of this Policy apply equally to all employees of the Company, regardless of their position or the functions they perform.
1.6. Jamiyatga ishga kirayotgan (rotatsiya asosida kelayotgan) har qanday shaxs mazkur Siyosat bilan imzo chekkan xolda tanishishlari, uning qonun-qoidalariga rioya qilishi lozim.	1.6. Any person entering employment with the Company (including on a rotation basis) must familiarize themselves with this Policy by signing it and comply with its provisions.
1.7. Mazkur Siyosatning maqsadlari uchun quyidagi asosiy tushunchalar va atamalardan foydalaniladi: **aloqador shaxslar** - Jamiyat xodimi bilan tijorat Tashkilotlarining ustav kapitalida ishtirok etadigan shaxslar, aksiyalari Respublika fond birjasida ommaviy muomalada bo‘lgan aksiyadorlik jamiyatlarining besh foizidan kam bo‘lgan miqdordagi aksiyaga ega ekanligi bundan mustasno; **davlat organlari va muassasalari** – davlat hokimiyati va boshqaruvi organlari, fuqarolarning o‘z-o‘zini boshqarish organlari (jumladan, vazirliklar, xizmatlar, agentlik, markazlar va b. idoralar) va ularning tarkibiy bo‘linmalari, shuningdek davlat tomonidan bevosita yoki bilvosita nazorat qilinadigan yuridik shaxslar; **ish faoliyati yuzasidan mehmondo‘stlik belgilari** – uchinchi shaxslarning hamkorlik o‘rnatish va/yoki uni qo‘llab-quvvatlash bilan bog‘liq bo‘lgan, Jamiyat xodimlarining sodiqligini oshirishga qaratilgan, Jamiyat xodimlari manfaatlari yo‘lidagi harajatlari, jumladan uchinchi shaxslarning ovqatlanishi, ish faoliyati yuzasidan tushliklar tashkil etilishi bilan bog‘liq harajatlari, transport	1.7. For the purposes of this Policy, the following key concepts and terms are used: **Related persons** – persons who participate in the charter capital of commercial organizations together with a Company employee, except for ownership of less than five percent of the shares of joint-stock companies whose shares are publicly traded on the Republican Stock Exchange; **State bodies and institutions** – bodies of state power and administration, bodies of citizens’ self-government (including ministries, services, agencies, centers and other authorities) and their structural subdivisions, as well as legal entities directly or indirectly controlled by the state; **Signs of hospitality in the course of work** – expenses related to third parties’ efforts to establish and/or support cooperation, aimed at increasing the loyalty of the Company’s employees and serving the interests of the Company’s employees, including expenses for meals provided by third parties, work-related

harajatlari, yashash, ko'ngilochar tadbirlar, jumladan sayohat dasturlari bilan bog'liq harajatlar va h.k.;

kontragent – Jamiyat bilan shartnomaviy munosabatlarga kirishgan (mehnat munosabatlari bundan mustasno) har qanday yuridik yoki jismoniy shaxs;

korrupsiya – shaxsning o'z mansab yoki xizmat mavqeidan shaxsiy manfaatlarini yoxud o'zga shaxslarning manfaatlarini ko'zlab moddiy yoki nomoddiy naf olish maqsadida qonunga xilof ravishda foydalanishi, xuddi shuningdek bunday nafni qonunga xilof ravishda taqdim etish;

korrupsiyaviy xavf-xatar – Jamiyat xodimlari yoki uchinchi shaxslar tomonidan Tashkilot nomidan yoki ularning manfaatlari yo'lida korrupsiyaviy harakatlarni amalga oshirish xavfi;

korrupsiyaviy xarakatlar – xodim tomonidan bevosita yoki bilvosita shaxsan yoki uchinchi shaxslar orqali pora beruvchi manfaatlari yo'lida harakat yoki harakatsizlik uchun moddiy manfaatdor bo'lishi, shu jumladan pul, qimmatbaho qog'oz, boshqa ko'rinishdagi mulk va mulkiy huquqlar, mulkiy harakterdagi xizmatlar olish, talab qilish, undirish, taklif qilish yoki berish, pora berish va/yoki olish yoki bunda vositachilik qilishda, rasmiyatchiliklarni soddalashtirish uchun to'lovlar undirish (pora olish) va boshqa noqonuniy maqsadlarda o'z xizmat vazifalaridan noqonuniy foydalanish;

korrupsiyaviy huquqbuzarlik – sodir etilganlik uchun O'zbekiston Respublikasi qonunchiligida javobgarlik belgilab qo'yilgan korrupsiya alomatlariga ega hatti-harakat;

korrupsiyaga qarshi ichki nazorat tuzilmasi – Jamiyatda korrupsiyaga qarshi kurashish vazifasi yuklangan tarkibiy tuzilma;

korrupsiyaga qarshi kurashish tizimi – korrupsiyaviy harakatlarning, O'zbekiston Respublikasining korrupsiyaga qarshi kurashish sohasidagi qonunchiligi va Jamiyatning korrupsiyaga qarshi kurashish masalalariga doir ichki hujjatlari buzilishining oldini olish, Jamiyat xodimlari tomonidan o'z faoliyatini professional va xulq-atvor jihatdan yuksak darajada amalga oshirilishini ta'minlash bo'yicha kompleks chora-tadbirlar;

kronizm (favoritizmning do'stona aloqalarga asoslangan ko'rinishi) – do'stlar yoki ishonchli shaxslarga noqonuniy imtiyozlar taqdim etish maqsadida hokimiyat va/yoki obro'sidan foydalanish;

mansabdor shaxs:

doimiy, vaqtincha yoki maxsus vakolat bo'yicha tayinlanadigan yoki saylanadigan, hokimiyat vakili vazifalarini bajaradigan yoxud davlat organlarida, fuqarolarning o'zini o'zi boshqarish organlarida, mulk shaklidan qat'i nazar,

lunches, transportation, accommodation, entertainment events, including travel programs, and similar costs.

Counterparty – any legal or natural person that has entered into contractual relations with the Company (excluding employment relationships);

Corruption – the unlawful use of a person's official position or service status for personal gain or for the benefit of others, whether material or non-material, as well as the unlawful provision of such gain.

Corruption risk – the risk of corrupt actions being carried out by the Company's employees or third parties on behalf of the Organization or in its interests.

Corrupt actions – actions or inactions by an employee, directly or indirectly, personally or through third parties, aimed at obtaining material benefits for the interests of a briber, including money, securities, other types of property and property rights, property-related services; demanding, soliciting, facilitating, offering, giving, or receiving a bribe; acting as an intermediary in bribery; charging payments to simplify official procedures (extortion); and any other unlawful use of official duties for illegal purposes.

Corrupt offense – an action exhibiting signs of corruption for which liability is established under the legislation of the Republic of Uzbekistan.

Internal anti-corruption control structure – a structural unit within the Company assigned with the responsibility of combating corruption.

Anti-corruption system – a set of comprehensive measures aimed at preventing corrupt actions, violations of the legislation of the Republic of Uzbekistan in the field of anti-corruption, and the Company's internal documents on anti-corruption issues, as well as ensuring that the Company's employees carry out their activities at a high professional and ethical standard.

Cronyism (a form of favoritism based on personal relationships) – the use of authority and/or reputation to provide unlawful advantages to friends or trusted persons.

Official (or public) person:

An official – a person who is appointed or elected permanently, temporarily, or under special authority, performing functions of a representative of authority, or carrying out organizational, managerial, or administrative-economic duties in state bodies, bodies of citizens' self-government, enterprises, institutions, or companies regardless of form of ownership, and who

korxonalarda, muassasalarda, Jamiyatlarda tashkiliy-boshqaruv, ma'muriy-xo'jalik vazifalarini amalga oshiradigan va yuridik ahamiyatga ega harakatlarni sodir etishga vakolat berilgan shaxs,

xalqaro Jamiyatda yoxud chet davlatning qonun chiqaruvchi, ijro etuvchi, ma'muriy yoki sud organida mazkur vazifalarni amalga oshiruvchi shaxs.

manfaatlar to'qnashuvi – Jamiyat xodimining shaxsiy (bevosita yoki bilvosita) manfaatdorlik shaxsning mansab yoki xizmat majburiyatlarini lozim darajada bajarishiga ta'sir ko'rsatayotgan yoxud ta'sir ko'rsatishi mumkin bo'lgan hamda shaxsiy manfaatdorlik bilan fuqarolarning, Jamiyatlarning, jamiyatning yoki davlatning huquqlari va qonuniy manfaatlari o'rtasida qarama-qarshilik yuzaga kelayotgan yoki yuzaga kelishi mumkin bo'lgan vaziyat;

mahalliychilik – mahalliy manfatlarnigina ko'zlab ish tutish. Bunda, shaxsni uning nasliy kelib chiqishi (aslzoda yoki mashhur sulola vakili ekanligi va u jamoatchilik tomonidan e'tirof etilganligi) hamda yaqin qarindoshlarining egallab turgan xizmat mavqei sababli, uning lavozimga qo'yiladigan malaka talablariga mos kelish-kelmasligini hisobga olmagan holda ishga qabul qilish, rotatsiya qilish va lavozimga tayinlash;

nepotizm (tanish-bilishchilik, qarindosh-urug'chilik, favoritizmning qarindoshlik rishtalariga asoslangan ko'rinishi) - o'zining yaqin qarindoshlari yoki do'stlariga noqonuniy imtiyozlar berish maqsadida hokimiyatdan foydalanish va (yoki) ta'sir o'tkazish, shuningdek, yaqin qarindoshlari va (yoki) do'stlariga asossiz mukofotlar xisoblash, Jamiyat manfaatlari zarariga, yaqin qarindoshlari va do'stlarini ishga qabul qilish va lavozimga tayinlashlar;

rasmiyatchiliklarni soddalashtirish uchun to'lovlar – belgilangan tartib-taomillar yoki harakatlarni sodir etish bilan bog'liq standart tartiblar amalga oshirilishini ta'minlash yoki tezlashtirish maqsadida tegishli qonunchilik va normativ me'yorlar hamda qoidalarda ko'zda tutilmagan noqonuniy ravishda taqdim etiladigan pul mablag'lari, mol-mulk, mulkiy huquqlar, xizmatlar hamda boshqa moddiy va nomoddiy foyda;

urug'-aymoqchilik – Jamiyat xodimining avlod-ajdodlari bir bo'lgan, bir sulolaga mansublik asosida uchinchi shaxslarga nisbatan subyektiv, imtiyozli va noxolis munosabat shaklidagi shaxsiy manfaatdorligi;

favoritizm – Jamiyat xodimi boshqa shaxs va/yoki shaxslar guruhi manfaatlariga qaraganda bitta shaxs va/yoki shaxslar guruhi manfaatlariga ustuvor ahamiyat qaratishi, Jamiyatda kadrlarni tanlash va joylashtirish, lavozimini ko'tarish, mukofot puli berish va davlat mukofotlariga tavsiya etish, ta'til berish yoki sihatgohlar va xorijiy safarlarga yuborish, murojaatlar,

is authorized to perform legally significant actions; as well as a person performing such functions in an international organization or in the legislative, executive, administrative, or judicial bodies of a foreign state.

Conflict of interest – a situation in which a Company employee's personal (direct or indirect) interests affect or may affect the proper performance of their official or service duties, and where a conflict arises or may arise between these personal interests and the rights and legitimate interests of citizens, the Company, society, or the state.

Nepotism – acting solely in the interests of local or personal connections. This includes hiring, rotating, or appointing a person to a position without considering whether their qualifications meet the requirements of the role, based solely on their family background (being of noble origin or from a recognized prominent family) or the positions held by close relatives.

Nepotism (favoritism based on personal or family relationships) – the use of authority and/or influence to provide unlawful advantages to close relatives or friends, as well as the unjustified allocation of rewards to close relatives and/or friends, hiring them, or appointing them to positions, to the detriment of the Company's interests.

Payments for the simplification of formalities – money, property, property rights, services, or other material and non-material benefits provided unlawfully and not envisaged by applicable legislation, regulatory norms, or rules, aimed at ensuring or accelerating the execution of standard procedures or actions.

Clanism – a form of personal interest in which a Company employee treats third parties subjectively, preferentially, and unfairly based on shared ancestry or belonging to the same lineage.

Favoritism – a situation in which a Company employee gives priority to the interests of one person or group of persons over others, disregarding established procedures in matters such as staff selection and placement, promotion, awarding bonuses or recommending for state awards, granting leave or sending to resorts and foreign trips, handling requests, as well as organizing work and duty schedules.

Charity (charitable assistance) – voluntary and gratuitous support provided by legal or natural persons (donors) to the Company, manifested in the transfer of material and/or non-material assets, including monetary funds, the

shuningdek ish va navbatchilik jadvallarini ko‘rib chiqishda ketma-ketlikni yo‘lga qo‘yish bilan bog‘liq vaziyatlarda tartiblarga rioya qilmaslik. **xayriya (xayriya yordami)** – yuridik va jismoniy shaxslar (xayriya qiluvchilar)ning Jamiyat uchun bepul yoki imtiyozlar asosida moddiy va/yoki nomoddiy boyliklar, xususan, pul mablag‘lari shaklidagi boyliklarni topshirish, ular uchun ma’lum ishlarni bajarish, xizmatlar ko‘rsatish va xayriya maqsadlaridagi boshqa qo‘llab-quvvatlashlarni taqdim etishda namoyon bo‘ladigan ixtiyoriy beg‘araz yordami; **xalqaro Jamiyat** – davlatlar, hukumatlar yoki boshqa xalqaro Jamiyatlar tomonidan tashkiliy shakli va vakolatlaridan qat’iy nazar tashkil etilgan har qanday xalqaro Jamiyat, jumladan, masalan iqtisodiy integratsiya bo‘yicha mintaqaviy Jamiyatlar; **xodim** – Jamiyat bilan mehnat munosabatlariga kirishgan jismoniy shaxs; **homiylik (homiylik yordami)** – yuridik va jismoniy shaxslar (homiylar) tomonidan Jamiyat (homiylik qilinayotgan muassasalar)ga ular uchun ishlar bajarib berish, xizmatlar ko‘rsatish va hayriya maqsadlarida boshqa turdagi yordamlarni ko‘rsatish, mol-mulk, jumladan pul mablag‘lari taqdim etish bilan ifodalanadigan yordami hisoblanib, ularning natijasida Jamiyat muassasalarida homiy oldida o‘zaro majburiyatlar yuzaga keladi; **shafelik** – Jamiyat xodimining lavozimi yuqoriroq bo‘lgan boshqa xodim tomonidan qulay mehnat sharoitlarini yaratib berish shaklidagi himoyasi, uni yoqlab yonini olishi; **yaqin qarindoshlar** – bir-biriga qarindoshlik yoki yaqin aloqasi bor shaxslar, ya’ni ota-ona, tug‘ishgan hamda tutingan aka-ukalar va opa-singillar, er-xotin, farzandlar (jumladan asrab olingan farzandlar), buvalar, buvilar, nabiralar, shuningdek er (xotin)ning ota-onasi, tug‘ishgan va tutingan aka-ukalari va opa-singillari.	performance of certain tasks, the provision of services, or other forms of support for charitable purposes. **International organization** – any organization established by states, governments, or other international bodies, regardless of its organizational form or authority, including, for example, regional organizations for economic integration. **Employee** – a natural person engaged in an employment relationship with the Company. **Sponsorship (sponsorship assistance)** – support provided by legal or natural persons (sponsors) to the Company (or sponsored institutions), expressed through performing tasks, providing services, or offering other types of assistance for charitable purposes, including the provision of property, such as monetary funds, resulting in mutual obligations between the Company and the sponsor. **Patronage** – the protection provided to a Company employee by another employee in a higher position, manifested in creating favorable working conditions and offering support or backing. **Close relatives** – persons related by blood or having a close relationship, including parents, full and adoptive siblings, spouses, children (including adopted children), grandparents, grandchildren, as well as the spouse’s parents, full and adoptive siblings.
II. Korrupsiyaga qarshi kurashishning muhim tamoyillari	**II. Key Principles of Combating Corruption**
2.1. Korrupsiyaga qarshi kurash tizimi quyidagi tamoyillar asosida tashkil etiladi va faoliyat yuritadi: **qonuniylik** - Jamiyatdagi korrupsiyaga qarshi kurashish bo‘yicha chora-tadbirlar O‘zbekiston Respublikasi qonunchiligi talablariga muvofiq davlat organlarida korrupsiyaga qarshi kurashish bo‘yicha ilg‘or dunyo tajribasi, shuningdek, Jamiyat ichki hujjatlariga qat’iy rioya qilgan holda amalga oshiriladi;	2.1. The anti-corruption system is established and operates based on the following principles: **Legality** – anti-corruption measures in the Company are implemented in strict compliance with the legislation of the Republic of Uzbekistan, international best practices in combating corruption, and the Company’s internal documents.

korrupsiyaga nisbatan murosasizlik (toqatsizlik) - Jamiyat o‘z faoliyatining barcha sohalarida korrupsiyaning har qanday shakllari va ko‘rinishlariga murosasiz (toqatsiz) munosabatda bo‘ladi. Jamiyat hodimlariga korrupsiyaviy xavf-xatar kelib chiqishi mumkin bo‘lgan faoliyatda bevosita yoki bilvosita ishtirok etish qat’iyan taqiqlanadi;

ochiqlik va shaffoflik - Jamiyat xodimlari va kontragentlari, keng jamoatchilikni Jamiyatda qabul qilingan va amalga oshirilayotgan chora-tadbirlar to‘g‘risida xabardor qilish (maxfiylik va xizmat siri to‘g‘risidagi qonun hujjatlari talablarini hisobga olgan holda);

korrupsiyaga qarshi amalga oshirilayotgan chora-tadbirlarning preventiv xususiyatga ega bo‘lishi, tizimliligi va yaxlitligi - korrupsiyaning oldini olish, korrupsiyaviy harakatlarning sodir etilishiga xizmat qiluvchi sabab va shart-sharoitlar hamda korrupsiyaviy xatarlarni bartaraf etishga qaratilgan chora-tadbirlarni amalga oshirishning ustuvorligi. Korrupsiyaga qarshi joriy etilayotgan chora-tadbirlar va tartib-taomillar aniqlangan xavf-xatarlar darajasiga mos kelishi va Jamiyatning barcha funksiyalari va yo‘nalishlarini qamrab olgan korrupsiyaga qarshi kurashish tizimiga birlashtirilishi;

korrupsiya bilan bog‘liq huquqbuzarliklar uchun javobgarlikning muqarrarligi - korrupsiya bilan bog‘liq huquqbuzarliklarni sodir etgan Jamiyat xodimlari o‘zining mavqei va egallab turgan lavozimidan qat’iy nazar O‘zbekiston Respublikasi qonunchiligi va Jamiyatning ichki hujjatlariga muvofiq javobgarlikka tortiladi;

ilmiy-texnik taraqqiyot yutuqlari va axborot texnologiyalaridan foydalanish - Jamiyat korrupsiyaga qarshi kurash tizimini shakllantirishda ilm-fan taraqqiyotining so‘nggi yutuqlaridan, shu jumladan, integratsiyalashtirilgan axborot-kommunikatsiya tizimlaridan keng foydalanishga intiladi;

to‘g‘ridan-to‘g‘ri rahbariyatga murojaat qilish - Jamiyatning har bir xodimi korrupsiyaviy harakat sodir etilganligiga doir ishonchli va asosli ma’lumotlar mavjud bo‘lganda O‘zbekiston Respublikasi qonunchiligi va Jamiyatning ichki hujjatlarida ko‘zda tutilgan chora-tadbirlarni qabul qilish uchun hududiy boshqarma yoki uning tasarrufidagi muassasa rahbari hamda Jamiyat rahbariga hech qanday to‘siqsiz murojaat qilishi mumkin;

monitoring, tahlil va baholash: davriy asosda korrupsiyaga qarshi kurashish tizimi o‘z faoliyatini monitoringi va tahlilini amalga oshiradi, shuningdek, uning samaradorlik va natijadorlik ko‘rsatkichlarini baholaydi.

korrupsiyaga qarshi kurashish tizimini doimiy ravishda takomillashtirish - korrupsiyaning oldini olish va unga qarshi kurashish tizimini

Zero tolerance to corruption – the Company maintains an uncompromising attitude toward all forms and manifestations of corruption in all areas of its activities. Employees are strictly prohibited from directly or indirectly participating in any activities that may give rise to corruption risks.

Openness and transparency – informing the Company’s employees, counterparties, and the general public about the measures adopted and implemented by the Company, taking into account the requirements of confidentiality and official secrets legislation.

Preventive nature, systematization, and integrity of anti-corruption measures – prioritizing the implementation of measures aimed at preventing corruption, eliminating causes and conditions that facilitate corrupt actions, and mitigating corruption risks. Anti-corruption measures and procedures in place must correspond to the identified level of risks and be integrated into a comprehensive anti-corruption system covering all functions and areas of the Company.

Inevitability of liability for corruption-related offenses – Company employees who commit corruption-related offenses shall be held accountable in accordance with the legislation of the Republic of Uzbekistan and the Company’s internal documents, regardless of their position or rank.

Use of scientific and technological advancements and information technologies – the Company seeks to extensively utilize the latest achievements in science and technology, including integrated information and communication systems, in the development of its anti-corruption system.

Direct appeal to management – any employee of the Company, upon having reliable and substantiated information about the commission of a corrupt act, may directly contact the head of the territorial administration or the institution under its authority, as well as the Company’s management, without any obstacles, to take measures provided for by the legislation of the Republic of Uzbekistan and the Company’s internal documents.

Monitoring, analysis, and evaluation – the anti-corruption system conducts periodic monitoring and analysis of its activities, as well as evaluates its effectiveness and performance indicators.

Continuous improvement of the anti-corruption system – measures are taken to continuously enhance the effectiveness of the Company’s anti-

monitoring va nazorat qilish hamda korrupsiyaviy xavf-xatarlarni bartaraf etish maqsadida Jamiyatda korrupsiyaga qarshi kurashish samaradorligini to‘xtovsiz ravishda oshirish choralari ko‘riladi.	corruption efforts through monitoring and controlling the corruption prevention and combat system, as well as mitigating corruption risks.
III. Korrupsiyaga qarshi kurashishning asosiy yo‘nalishlari	**III. Main Directions of Combating Corruption**
3.1. Manfaatlar to‘qnashuvini boshqarish	**3.1. Management of Conflicts of Interest**
3.1.1. Jamiyat xodimlari o‘z lavozim majburiyatlarini halol va vijdonan bajarishi, o‘z mansab va xizmat mavqeidan va Jamiyat tasarrufidagi mol-mulklardan shaxsiy manfaatdorlik yo‘lida foydalanmasligi va manfaatlar to‘qnashuviga olib kelishi mumkin bo‘lgan vaziyatlardan saqlanishi lozim.	3.1.1. Company employees must perform their official duties honestly and conscientiously, refrain from using their position or authority and the Company’s assets for personal gain, and avoid situations that may lead to a conflict of interest.
3.1.2. Jamiyat xodimlari ishga qabul qilinayotganda, lavozimi ko‘tarilayotganda va rotatsiya qilinayotganda har yili va tegishli vaziyatlar/shart-sharoitlar yuzaga kelishiga qarab manfaatlar to‘qnashuviga olib keladigan yoki olib kelishi mumkin bo‘lgan shaxsiy manfaatdorligiga doir axborotni ochiqlashi lozim.	3.1.2. When being hired, promoted, or rotated, Company employees must disclose information regarding any personal interests that may cause or potentially cause a conflict of interest, on an annual basis and whenever relevant situations or circumstances arise.
3.1.3. Jamiyat xodimlari tomonidan manfaatlar to‘qnashuvi va uni tartibga solishga doir axborotni ochiqlash jarayoni Jamiyatda manfaatlar to‘qnashuvini boshqarish tartibi to‘g‘risida ichki idoraviy hujjatda belgilab qo‘yiladi.	3.1.3. The process for disclosing conflicts of interest and information regarding their management by Company employees is established in an internal regulatory document on the procedure for managing conflicts of interest within the Company.
3.1.4. Manfaatlar to‘qnashuvini aniqlash uchun samarali nazorat tartib-taomillari Jamiyat xodimlarining uchinchi shaxslar bilan o‘zaro aloqasi ro‘y beradigan barcha funksiyalarga joriy etilishi lozim (masalan, tanlov savdolarini tashkil qilish, reytinglarni hisoblash va h.k.).	3.1.4. Effective control procedures to identify conflicts of interest must be implemented across all functions where Company employees interact with third parties (for example, organizing tenders, calculating rankings, etc.).
3.2. Ish yuzasidan sovg‘alar va mehmondo‘stlik belgilarini qabul qilish	**3.2. Acceptance of Work-Related Gifts and Signs of Hospitality**
3.2.1. Jamiyat xodimlariga o‘z xizmat majburiyatlarini bajarishi doirasida jismoniy va yuridik shaxslardan sovg‘alar mehmondo‘stlik belgilari, jumladan qarz, kafolatlar, kafillik, mukofot, moddiy yordam, naqd pulsiz va naqd pul mablag‘lari yoki ularning ekvivalentlari, qimmatbaho qog‘ozlar, kriptovalyuta, boshqa moddiy qadriyatlar yoki xizmatlar ko‘rinishidagi rag‘bat vositalarini olish taqiqlanadi. Bunda, konferensiyalar, seminarlar va turli shu kabi uchrashuvlarda taqdim etiladigan umumiy qiymati bazaviy hisoblash miqdorining 1 baravaridan oshmaydigan buyumlar bundan istisno hisoblanadi.	3.2.1. Company employees are prohibited from receiving gifts, signs of hospitality, including loans, guarantees, sureties, rewards, material assistance, non-cash or cash funds or their equivalents, securities, cryptocurrency, other material valuables, or services from individuals or legal entities in the course of performing their official duties. Gifts presented at conferences, seminars, and similar meetings are excepted if their total value does not exceed the equivalent of one base calculation amount.

3.2.2. Jamiyatda ichki korrupsiyaning oldini olish maqsadida xodimlar o‘rtasida xizmat majburiyatlarini qabul qilish bilan bog‘liq bo‘lmagan va xodim shaxsi bilan bog‘liq deb e’tirof etilgan sovg‘alarni berishda quyidagilarga rioya qilinadi: sovg‘a oluvchi uchun manfaatlar to‘qnashuvi vaziyatini keltirib chiqarmasligi va sovg‘a beruvchi oldida biror-bir majburiyatlarni yuzaga keltirmasligi lozim; sovg‘a ochiq-oydin beriladi, sovg‘a berilayotgani yashirilmaydi; sovg‘ani faqat umume’tirof etilgan bayramlar (tavallud ayyomi, farzand tug‘ilishi, Vatan himoyachilari kuni, Xalqaro xotin-qizlar kuni, Yangi yil va h.k) munosabati bilan berishga ruxsat etiladi; sovg‘alar Jamiyatning kamida uchta xodimi ishtirokida berilishi lozim; sovg‘ani berish chog‘ida sovg‘a berish uchun sabab bo‘lgan voqea-hodisa aniq bayon etiladi; sovg‘aning umumiy qiymati (barcha soliq va yig‘imlar bilan birga) bazaviy hisoblash miqdorining 5 (besh) barobaridan oshmasligi lozim; Jamiyatning bir xodimi ikkinchi xodimga sovg‘a olish uchun sarflaydigan summa miqdori har holatda bazaviy hisoblash miqdorining 1 (bir) barobaridan oshmasligi lozim.	3.2.2. To prevent internal corruption within the Company, when giving gifts not related to official duties and recognized as personal to the employee, the following must be observed: the gift must not create a conflict of interest for the recipient and must not generate any obligations toward the giver; the gift must be given openly and not in secret; gifts may only be given on generally recognized occasions (such as birthdays, the birth of a child, Defender of the Fatherland Day, International Women’s Day, New Year, etc.); gifts must be presented in the presence of at least three Company employees; the event or reason prompting the gift must be clearly stated at the time of giving; the total value of the gift (including all taxes and fees) must not exceed five (5) times the base calculation amount; the amount a Company employee spends on a gift for another employee must in no case exceed one (1) times the base calculation amount.
3.2.3. Shubha (gumon)lardan holi bo‘lish uchun har qanday bayramlar (jumladan, lekin cheklanmagan holda tug‘ilgan kun, farzand tug‘ilishi, Vatan himoyachilari kuni, Xalqaro xotin-qizlar kuni, Yangi yil va h.k) munosabati bilan mazkur Siyosatning 3.2.1. va 3.2.2.-bandlarida keltirib o‘tilmagan boshqa davlat organlari va Jamiyatlari xodimlari, hamkorlar va kontragentlar, boshqa jismoniy va yuridik shaxslardan olinadigan mazkur Siyosatning 3.2.1.-bandida sanab o‘tilgan sovg‘alar va moddiy boyliklar olish taqiqlanadi.	3.2.3. To avoid any doubts or suspicions, gifts and material valuables listed in clause 3.2.1. of this Policy may not be received from employees of other state bodies and companies, partners and counterparties, or other individuals and legal entities on any occasions not covered in clause 3.2.1 and 3.2.2. of this Policy (including, but not limited to, birthdays, the birth of a child, Defender of the Fatherland Day, International Women’s Day, New Year, etc.).
3.2.4. Jamiyat nomidan xalqaro konferensiyalar, simpoziumlar va boshqa ish yuzasidan (xizmat) uchrashuvlarida sovg‘alar berish rahbar buyrug‘iga ko‘ra muvofiq amalga oshiriladi.	3.2.4. On behalf of the Company, the giving of gifts at international conferences, symposiums, and other work-related (official) meetings is carried out in accordance with the order of the management.
3.2.5. Sovg‘a berish, uni qabul qilishning qonuniyligida shubha tug‘ilgan taqdirda Jamiyat xodimi Jamiyatda Korrupsiyaga qarshi ichki nazorat tuzilmasiga maslahat so‘rab murojaat qilishi lozim.	3.2.5. If there is any doubt about the legality of giving or receiving a gift, a Company employee must consult the Company’s internal anti-corruption control structure for guidance.
3.3. Jamiyat xodimlarining ish faoliyati yuzasidan o‘tkaziladigan tadbirlarda ishtirok etishi	**3.3. Participation of Company Employees in Work-Related Activities**

3.3.1. Jamiyat xodimlarining xalqaro va boshqa Tashkilotlar taklifiga ko‘ra ish faoliyati yuzasidan o‘tkaziladigan tadbirlari (ko‘rgazmalar, seminarlar, konferensiyalar va h.k.)da ishtirok etishiga quyidagi shartlarga rioya qilgan taqdirda ruxsat etiladi: tadbir O‘zbekiston Respublikasi qonunchiligi, mazkur Siyosat tamoyillari va talablari hamda Jamiyatning boshqa ichki hujjatlariga mos kelsa; tadbir Jamiyat yoki taklif etgan tomonning qonuniy manfaatlariga xizmat qilsa; tadbir Jamiyat xodimlari tomonidan u yoki bu qarorlar qabul qilinishiga ta’sir qilmasligi, biror-bir noqonuniy afzalliklarni qo‘lga kiritishni (masalan, buyurtmachilarga tadbirni o‘tkazayotgan loyiha-tadqiqot Jamiyatiga murojaat qilishni tavsiya qilish) ko‘zlagan yashirin noqonuniy mukofotlash maqsadi bo‘lmasligi lozim; Tadbir bunday tadbirda ishtirok etishga doir ma’lumotlar oshkor qilingan taqdirda Jamiyat va taklifni qabul qiluvchi yoki taklif etayotgan tomon mavqei uchun xatar tug‘dirmasligi lozim; Tadbir umume’tirof etilgan ilmiy va ishbilarmonlik amaliyotiga mos kelishi hamda ko‘ngilochar mazmundagi xususiyat kasb etmasligi lozim; Tadbir mohiyati va qiymatiga ko‘ra o‘rinli bo‘lishi, haddan ziyod hashamatli, qimmat, g‘ayriodatiy bo‘lmasligi va tez-tez takrorlanib turmasligi lozim.	3.3.1. Company employees may participate in work-related events (such as exhibitions, seminars, conferences, etc.) at the invitation of international or other organizations, provided the following conditions are met: The event complies with the legislation of the Republic of Uzbekistan, the principles and requirements of this Policy, and the Company’s other internal documents; The event serves the lawful interests of the Company or the inviting party; The event does not influence any decisions to be made by the Company employees and is not intended as a hidden unlawful reward to obtain any illegal advantage (for example, recommending the Company organizing the project or research to clients); Disclosing information about participation in such an event does not create a risk for the Company or for the party accepting or issuing the invitation; The event aligns with generally recognized scientific and business practices and is not of an entertainment nature; The event is appropriate in nature and value, not excessively luxurious, expensive, unusual, or recurring too frequently.
3.3.2. Agar ishbilarmonlik tadbirlari (seminar, simpozium, davra suhbatlari va h.k.) tashkilotchisi Tashkilotni o‘zi bo‘lsa, u holda bunday ishbilarmonlik tadbiri ushbu Siyosatda qayd etilgan talablarga mos kelishi lozim.	3.3.2. If the Company itself organizes business events (seminars, symposiums, roundtables, etc.), such events must comply with the requirements outlined in this Policy.
3.4. Kadrlar bilan bog‘liq jarayonni tartibga solish (xodimlarni tanlash, lavozimini oshirish, moddiy rag‘batlantirish)	**3.4. Regulation of Personnel Processes (Employee Selection, Promotion, and Material Incentives)**
3.4.1. Jamiyat xodimlarini tanlash, attestatsiyadan o‘tkazish va ularning faoliyatini baholash, jumladan mukofot, ustamalar va rag‘batlantirishning boshqa turlarini amalga oshirish jarayoni barcha xodimlar uchun shaffof, teng huquqli va xolis hisoblanib, mazkur Siyosatning asosiy tamoyillari va talablariga mos kelishi lozim.	3.4.1. The process of selecting, certifying, and evaluating Company employees, including awarding bonuses, incentives, and other forms of material encouragement, must be transparent, equitable, and impartial for all employees and comply with the main principles and requirements of this Policy.
3.4.2. Nomzodlarni Jamiyatga tanlash va tayinlash jarayoni Nomzodlarni Jamiyatga qabul qilish uchun tekshirish bo‘yicha qo‘llanma va Jamiyatning	3.4.2. The process of selecting and appointing candidates to the Company is carried out in accordance with the Candidate Selection Guide and other internal

boshqa ichki hujjatlariga, manfaatlar to‘qnashuvini boshqarish tartibiga muvofiq kompleks ravishda tekshirish bilan birga amalga oshiriladi.	documents of the Company, and includes a comprehensive check in accordance with the conflict of interest management procedure.
3.4.3. Jamiyatda xodimlarga oid masalalarda qaror qabul qiluvchi xodimlarning lavozimini oshirganda, lavozimga tayinlanganda, kadrlar zahirasiga qo‘shganda va h.k.larda nomzod (xodim)larga har qanday asossiz imtiyozlar taqdim etishi taqiqlanadi.	3.4.3. Employees responsible for making personnel decisions, including promotions, appointments, and inclusion in the talent pool, are prohibited from granting any unjustified advantages to candidates (employees).
3.4.4. Bo‘sh lavozimlarga saralab olish egallanayotgan lavozimga qo‘yiladigan talablarga muvofiq tanlov asosida yoki boshqa usul yordamida amalga oshirilishi lozim. Bunda nomzodning malakasi, kasbiy va ilmiy yutuqlariga asosiy e’tibor qaratiladi.	3.4.4. Vacant positions must be filled through a selection process based on the requirements of the position or by other methods, with primary attention given to the candidate’s qualifications, professional achievements, and academic accomplishments.
3.4.5. Jamiyatda xodimlar faoliyati samaradorligining muhim ko‘rsatkichlarini baholash tartibi va mezonlari ishlab chiqilishi va xodimlar uning asosida rag‘batlantirilishi lozim. Mazkur ko‘rsatkichlar xolis, shaffof va Jamiyat xodimlari tanishib chiqishi uchun ochiq bo‘lishi lozim.	3.4.5. Procedures and criteria for evaluating key performance indicators of employees’ work must be developed, and employees should be incentivized based on these indicators. These indicators must be objective, transparent, and accessible for review by all Company employees.
3.5. Davlat organlari va tashkilotlarida tekshiruvlar o‘tkazish va faoliyatini o‘rganish	**3.5. Conducting Inspections and Reviewing Activities in State Bodies and Organizations**
3.5.1. Turli tekshiruvlar, o‘rganishlar, monitoring o‘tkazishda (keyingi o‘rinlarda – tekshiruv obyektlari) Jamiyat xodimlari: manfaatlar to‘qnashuvi yuzaga kelishiga yo‘l qo‘ymasligi; tekshiruv obyekti tekshiruvi, o‘rganishi, monitoringini yakka o‘zi amalga oshirmasligi; tekshiruv obyektiga tashrif buyuruvchilar yoki ularning vakillari Jamiyat, uning hududiy va tarkibiy bo‘linmalariga shaxsan tashrif buyurganda ular bilan yolg‘iz qolmasligi; yo‘l qo‘yilishi mumkin bo‘lgan qoidabuzarliklarni soxtalashtirish maqsadida tekshiruv, o‘rganish o‘tkazish, O‘zbekiston Respublikasi qonunchilik normalarini noto‘g‘ri talqin qilmasligi, tekshirilayotgan obyekt xodimlarini aniqlangan faktlarni huquqni muhofaza qilish yoki boshqa davlat organlariga topshirish bilan qo‘rqitmasligi; tekshiruv obyekti xodimlariga tahdid qilmasligi; hujjatlarni so‘rab olish va tekshiruv, o‘rganish, monitoring predmetiga kirmaydigan masalalar bilan qiziqmasligi lozim;	3.5.1. During various inspections, reviews, and monitoring activities (hereinafter referred to as “inspection objects”), Company employees must: Avoid situations that may give rise to a conflict of interest; Not conduct the inspection, review, or monitoring of the object alone; Not be left alone with visitors to the inspection object or their representatives when they visit the Company, its territorial or structural units; Conduct inspections and reviews without falsifying possible violations, misinterpreting the legislation of the Republic of Uzbekistan, or intimidating the employees of the inspected object by threatening to report identified facts to law enforcement or other state bodies; Not threaten the employees of the inspection object; Request documents and investigate only issues relevant to the subject of the inspection, review, or monitoring; Ensure that each violation identified during inspections, reviews, or monitoring is assessed legally and professionally;

tekshiruv, o‘rganish, monitoring davomida aniqlangan har bir qoidabuzarlikning qonuniy va professional baholanishini ta’minlashi; qoidabuzarliklarning video yoki fotoqaydini amalga oshirishi (o‘rni kelganda), Jamiyat tomonidan foydalaniladigan axborot tizimlariga qoidabuzarliklarga oid ma’lumotlarni kiritishi; agar tekshiruv obyekti vakillari Jamiyat xodimiga aniqlangan qoidabuzarliklarni yashirish maqsadida pora yoki har qanday moddiy boyliklar yoki xizmatlar taqdim etayotgan bo‘lsa, bu haqida tekshiruv bo‘yicha ishchi guruh rahbariga va Jamiyatdagi korrupsiyaga qarshi kurashish ichki nazorat tuzilmasiga zudlik bilan xabar berishi; tekshiruv, o‘rganish, monitoring obyekti vakillariga Jamiyat xodimlarining xulq-atvor tamoyillariga muvofiq xolis munosabatda bo‘lishi shart.	Record violations via video or photography, if necessary, and enter information about the violations into the Company’s information systems; Immediately report to the head of the inspection working group and the Company’s internal anti-corruption control structure if representatives of the inspection object offer a bribe or any material valuables or services to conceal identified violations; Treat the representatives of the inspection object impartially and in accordance with the Company’s behavioral principles.
3.5.2. Jamiyat tomonidan o‘tkazilgan tekshiruvlar, o‘rganishlar va monitoring natijalari yuzasidan kelib tushgan e’tirozlarni ko‘rib chiqish uchun komissiya tashkil etiladi.	3.5.2. A commission shall be established to review objections arising from the results of inspections, reviews, and monitoring conducted by the Company.
3.6. Vakolatli davlat organlari, kontragentlar va uchinchi shaxslar bilan shaffof va samarali o‘zaro hamkorlikni ta’minlash	**3.6. Ensuring Transparent and Effective Cooperation with Competent State Authorities, Counterparties, and Third Parties**
3.6.1. Jamiyat mazkur Siyosat tamoyillari va talablari hamda O‘zbekiston Respublikasi qonunchilik normalariga zid har qanday to‘lovlarni yoki harakatlarni amalga oshirish uchun yetkazib beruvchilar, pudratchilar va boshqa uchinchi shaxslarni jalb qilmaydi.	3.6.1. The Company does not engage suppliers, contractors, or other third parties to carry out any payments or actions that violate the principles and requirements of this Policy or the legislation of the Republic of Uzbekistan.
3.6.2. Kontragentlar bilan munosabatlarda Jamiyat qonuniylik va shaffoflik tamoyillariga amal qiladi.	3.6.2. In relations with counterparties, the Company adheres to the principles of legality and transparency.
3.6.3. Jamiyatda obyektiv mezonlardan foydalanishga asoslangan yetkazib beruvchilar, pudratchilar va boshqa kontragentlarni tanlashning halol, ochiq va shaffof jarayoni, shuningdek sotib olinayotgan tovar va xizmatlar qiymatini belgilashning shaffof tartibi joriy etilib, ular O‘zbekiston Respublikasining amaldagi qonunchiligi va Jamiyatning ichki xujjatlari bilan tartibga solinadi.	3.6.3. The Company implements an honest, open, and transparent process for selecting suppliers, contractors, and other counterparties based on objective criteria, as well as a transparent procedure for determining the value of goods and services being procured. These processes are governed by the current legislation of the Republic of Uzbekistan and the Company’s internal documents.
3.6.4. Kontragentlar bilan o‘zaro hamkorlikda Jamiyat: Jamiyatda kontragentlarni tekshirish bo‘yicha yo‘riqnoma va O‘zbekiston Respublikasi qonunchiligi talablariga muvofiq potensial kontragentning ishonchliligi, jumladan u o‘tmishda korrupsiyaviy faoliyatga jalb qilingan yoki	3.6.4. In cooperation with counterparties, the Company: — Verifies the reliability of potential counterparties in accordance with the Company’s Supplier Verification Guide and the legislation of the Republic of

qilinmaganligi, Jamiyat xodimlari bilan manfaatlar to‘qnashuvi mavjud yoki mavjud emasligini tekshiradi; potensial kontragent, jumladan xarid tartib-taomillari g‘olibini u bilan shartnoma matniga maxsus korrupsiyaga qarshi shartlarni qo‘shish orqali o‘zining korrupsiyaga qarshi tamoyil va talablari haqida xabardor qiladi.	Uzbekistan, including checking whether they have previously been involved in corrupt activities or have any conflicts of interest with Company employees; — Informs potential counterparties, including winners of procurement procedures, about the Company’s anti-corruption principles and requirements by including special anti-corruption clauses in the contract.
3.6.5. Vakolatli davlat organlari bilan o‘zaro hamkorlik qilishda (masalan, litsenziya berish, ixtisoslashtirilgan kengashlarda ishtirok etish, turli hujjatlar, obyektlarni kelishishda va h.k) Jamiyat hujjatlarni ko‘rib chiqishning shaffofligi va xolisligini ta’minlaydi hamda zarur hollarda mazkur davlat organlari tomonidan salbiy va boshqa xulosalarga kelish sabablari xususida qo‘shimcha ma’lumotlarni talab qiladi.	3.6.5. When cooperating with competent state authorities (e.g., licensing, participation in specialized councils, approval of documents or facilities, etc.), the Company ensures transparency and impartiality in reviewing documents and, if necessary, requests additional information regarding the reasons for any negative or other conclusions issued by these authorities.
3.7. Xayriya va homiylik faoliyatining shaffof va samarali jarayonini ta’minlash	**3.7. Ensuring Transparency and Effectiveness in Charity and Sponsorship Activities**
3.7.1. Jamiyat qonunchilik bilan belgilangan holatlarda xayriya va homiylik yordamini qabul qilishi mumkin. Bunday yordamni olishda manfaatlar to‘qnashuviga yo‘l qo‘ymaslik, mablag‘larni O‘zbekiston Respublikasi qonunchiligi yoki shartnomada ko‘rsatilgan maqsadlarga samarali va maqsadli yo‘naltirilishini ta’minlash, shuningdek xayriya va homiylik faoliyatiga doir axborotni Jamiyatning Internet tarmog‘idagi rasmiy veb-saytida ochiqlash bo‘yicha barcha chora-tadbirlar amalga oshiriladi	3.7.1. The Company may accept charity and sponsorship assistance in cases defined by legislation. When receiving such assistance, all measures must be taken to prevent conflicts of interest, ensure that funds are used effectively and for the purposes specified in the legislation of the Republic of Uzbekistan or in the contract, and disclose information about charity and sponsorship activities on the Company’s official website.
3.7.2. Jamiyat tomonidan qabul qilinayotgan xayriya yoki homiylik yordami yashirin mukofot tarzida bo‘lmasligi va Jamiyatning alohida xodimlari tomonidan xayriya qiluvchi yoki homiy, uning yaqin qarindoshlari, ularga aloqador shaxslar, shuningdek xayriya qiluvchi yoki homiyda ularga nisbatan shaxsiy manfaatdorligi bo‘lgan shaxslar foydasiga qaror qabul qilinishiga ta’sir ko‘rsatmasligi lozim.	3.7.2. Charity or sponsorship assistance received by the Company must not be provided as a hidden reward, and must not influence decisions in favor of the donor or sponsor, their close relatives, affiliated persons, or any individuals with personal interests related to the donor or sponsor, including by specific Company employees.
3.7.3. Jamiyat tomonidan xayriya yoki homiylik yordamini olishda quyidagi talablar bajarilishi lozim: xayriya qiluvchi yoki homiy bilan albatta shartnoma tuzish va unda xayriya yoki homiylik yordamini olish va undan foydalanish maqsadlari, yordam shakllari, yordamning pul ifodasidagi summasi, xayriya qiluvchi yoki homiy oldida kelib tushgan yordamdan maqsadli foydalanish to‘g‘risida hisob berish usuli belgilab qo‘yilishi lozim;	3.7.3. When receiving charity or sponsorship assistance, the Company must comply with the following requirements: Conclude a contract with the donor or sponsor specifying the purposes of receiving and using the assistance, the forms of assistance, the amount expressed in monetary terms, and the procedure for reporting on the targeted use of the assistance; Include anti-corruption clauses in the contract;

bunday shartnomaga korrupsiyaga qarshi shartlarni kiritish; Jamiyatning Internet tarmog'idagi rasmiy veb-saytida olingan xayriya yoki homiylik yordamiga doir axborotni joylashtirish.	Publish information about the received charity or sponsorship assistance on the Company's official website.
3.8. Ichki hujjatlarning korrupsiyaga qarshi ekspertizasi	**3.8. Internal Document Anti-Corruption Expertise**
3.8.1. Ichki hujjatlarning huquqiy ekspertizasini o'tkazishda Jamiyatning yuridik xizmati korrupsiyaviy harakatlarni amalga oshirish uchun imkoniyat yaratuvchi korrupsiyaviy omillar mavjudligi va ularni hujjatlardan chiqarib tashlash maqsadida ekspertiza o'tkazadi.	3.8.1. When conducting legal expertise of internal documents, the Company's Legal Service carries out an anti-corruption review to identify any factors within the documents that could create opportunities for corrupt activities and ensures their removal.
3.9. Jamiyat faoliyati sohasiga yangi texnologiyalarni joriy etish	**3.9. Introduction of New Technologies in the Company's Activities**
3.9.1. Korrupsiyaviy xavf-xatarlarni minimallashtirish maqsadida Jamiyat xodimlari o'z funksiyalari va lavozim majburiyatlarini axborot texnologiyalaridan foydalangan holda amalga oshiradi (agar imkoni mavjud bo'lsa).	3.9.1. To minimize corruption risks, Company employees carry out their functions and duties using information technologies whenever possible.
3.9.2. Davlat xaridlari doirasida tanlov savdolarini o'tkazishda Jamiyat xodimlari axborot texnologiyalaridan foydalanadi va tanlov savdolari ishtirokchilari bilan o'zaro aloqani elektron shaklda onlayn rejimida boshqa elektron tizimlar bilan integratsiya qilish imkoniyatini qo'llagan holda amalga oshiradi.	3.9.2. In conducting competitive bidding within the framework of public procurement, Company employees use information technologies and interact with participants electronically, leveraging the possibility of integration with other electronic systems in an online mode.
3.10. Jamiyatdagi faoliyatni videoqayd qilish va uning translyatsiyasi	**3.10. Video Recording and Broadcasting of Activities within the Company**
3.10.1. Jamiyat binolarida xodimlar faoliyatini nazorat qilish maqsadida audio va videoyozuv kameralari o'rnatilib, ulardagi yozuvlar Jamiyatning mas'ul xodimlari tomonidan ko'rib boriladi.	3.10.1. Audio and video recording cameras are installed in the Company's premises to monitor employee activities, and the recordings are reviewed by responsible Company personnel.
3.10.2. Jamiyatning Internet tarmog'idagi rasmiy saytlarida korrupsiya xavf-xatari yuqori bo'lgan ayrim jarayonlarning onlayn translyatsiyasi joylashtiriladi (xususan, xodimlar bilan suhbat o'tkazish, ularni testdan o'tkazish, komissiyalar yig'ilishlari va h.k.).	3.10.2. Online broadcasts of certain high corruption-risk processes are published on the Company's official website (including interviews with employees, testing sessions, commission meetings, etc.).
IV. Korrupsiyaga qarshi kurashish tizimi elementlari	**IV. Elements of the Anti-Corruption System**
4.1. Korrupsiyaga qarshi kurashish tizimi elementlari	**4.1. Key Internal Documents for Anti-Corruption Measures**
4.1.1. Korrupsiyaga qarshi kurashish tizimi asosini: mazkur Siyosat; Jamiyat xodimlarining odob-ahloq qoidalari;	4.1.1. The foundation of the anti-corruption system consists of: this Policy; the Company employees' Code of Ethics;

Jamiyatda manfaatlar to‘qnashuvini boshqarish tartibi to‘g‘risidagi Nizomda aks ettirilgan tamoyillar va talablar tashkil etadi.	the principles and requirements reflected in the Regulations on Managing Conflicts of Interest within the Company.
4.1.2. Jamiyat rahbarlari xodimlarga oliy rahbarlik namunasini ko‘rsatishi lozim.	4.1.2. Company leaders must demonstrate the highest standards of leadership for employees.
4.1.3. Jamiyat rahbari va uning o‘rinbosarlari, shuningdek Jamiyat tarkibiy bo‘linmalari rahbarlari o‘ziga bo‘ysunuvchilar, fuqarolar va yuridik shaxslarga nisbatan munosabatlarda halol, odil va mustaqil xulq-atvor namunasi bo‘lishi va shu orqali ularda korrupsiyaviy harakatlarga nisbatan murosasiz munosabatni shakllantirishga xizmat qiladi.	4.1.3. The Company’s CEO, their deputies, and the heads of structural units must act with honesty, fairness, and independence in their relations with subordinates, citizens, and legal entities, thereby fostering a zero-tolerance attitude toward corrupt practices.
4.1.4. Jamiyat rahbari va ularning o‘rinbosarlari, shuningdek Jamiyat tarkibiy bo‘linmalari rahbarlari Jamiyat faoliyatining xavf-xatar funksiyalari (yo‘nalishlari)ga korrupsiyaga qarshi samarali chora-tadbirlar va tartib-taomillarni joriy etish orqali korrupsiyaga qarshi kurashishning samarali tizimini barpo etish va amalga oshirishga nisbatan liderlikni namoyish qiladi.	4.1.4. The Company’s CEO, their deputies, and heads of structural units demonstrate leadership in establishing and implementing an effective anti-corruption system by introducing effective anti-corruption measures and procedures across the Company’s high-risk functions and areas of activity.
4.2. Korrupsiyaviy xavf-xatarni aniqlash va baholash	**4.2. Identification and Assessment of Corruption Risks**
4.2.1. Jamiyat o‘z faoliyatiga xos korrupsiyaviy xavf-xatarlarni aniqlash va baholashni tashkiliy tuzilmalar funksiyalarining xususiyati, jamiyat va boshqa shaxslar bilan o‘zaro munosabatlar, shuningdek Jamiyatda korrupsiyaviy xavf-xatarlarni baholash uslubiyotiga muvofiq tashqi va ichki omillarni hisobga olgan holda amalda oshiradi.	4.2.1. The Company identifies and assesses corruption risks specific to its activities by taking into account the functions of organizational units, interactions with the Company and third parties, as well as internal and external factors in accordance with the methodology for evaluating corruption risks.
4.2.2. Korrupsiyaviy xavf-xatarlarni baholash bir yilda bir martadan kam bo‘lmagan vaqtda o‘tkaziladi. Korrupsiyaviy xavf-xatarlarni baholash natijalari Jamiyatning rahbari tomonidan ko‘rib chiqiladi. Aniqlangan xavf-xatarlarni minimallashtiruvchi korrupsiyaga qarshi kurashish chora-tadbirlar va tartib-taomillar Jamiyatning korrupsiyaga qarshi dastur yoki yo‘l xaritalarida aks ettiriladi.	4.2.2. The assessment of corruption risks is conducted at least once a year. The results of the risk assessment are reviewed by the Company’s management. Anti-corruption measures and procedures aimed at minimizing identified risks are reflected in the Company’s anti-corruption programs or roadmaps.
4.3. Korrupsiyaga qarshi kurashish uchun mas’ul	**4.3. Responsible Persons for Anti-Corruption Efforts**
4.3.1. Jamiyatda korrupsiyaga qarshi kurashishning samarali tizimini shakllantirish uchun alohida korrupsiyaga qarshi ichki nazorat tuzilmasi tashkil etiladi.	4.3.1. To establish an effective anti-corruption system, the Company shall create a dedicated internal anti-corruption control structure.
4.3.2. Jamiyatda Korrupsiyaga qarshi ichki nazorat tuzilmasi o‘z faoliyatini Korrupsiyaga qarshi ichki nazorat tuzilmasi to‘g‘risidagi nizom asosida amalga oshiradi va bevosita Jamiyat rahbariga (Jamiyat hay’atiga) bo‘ysunadi.	4.3.2. The internal anti-corruption control structure operates based on the Regulations on the Internal Anti-Corruption Control Structure and reports directly to the Company’s management (Board of Directors).

4.3.3. Jamiyat rahbari Korrupsiyaga qarshi ichki nazorat tuzilmasini Jamiyat korrupsiyaga qarshi vazifalarni amalga oshirish uchun yetarli darajadagi mustaqillik va zarur resurslar bilan ta'minlaydi.	4.3.3. The Company's management shall ensure that the internal anti-corruption control structure has sufficient independence and necessary resources to effectively perform its anti-corruption functions.
4.3.4. Jamiyatning Xodimlar bilan ishlash boshqarmasi (bo'limlari) Jamiyatda manfaatlar to'qnashuvini boshqarish to'g'risidagi nizom, shuningdek O'zbekiston Respublikasi qonunchiligi normalarida ko'zda tutilgan tartib va hajmda xodimlarning yaqin qarindoshlari va ularga aloqador shaxslarga doir ma'lumotlarning tizimli va o'z vaqtida yig'ilishi, tahlil qilinishi va aktuallashtirilishi uchun javob beradi.	4.3.4. The Human Resources Department (or respective divisions) of the Company is responsible for the systematic and timely collection, analysis, and updating of information regarding employees' close relatives and related persons, in accordance with the Regulations on Managing Conflicts of Interest and the norms established by the legislation of the Republic of Uzbekistan.
4.3.5. Jamiyatning barcha muassasalarida alohida Odob-ahloq komissiyalari faoliyat yuritadi.	4.3.5. Separate Ethics Committees operate within all institutions of the Company.
4.3.6. Jamiyatdagi Odob-ahloq komissiyalari Jamiyatdagi xodimlarning etik xulq-atvor qoidalari bilan belgilangan xulq-atvor me'yorlariga rioya qilish masalalarini ko'rib chiqadi, shuningdek Jamiyatda manfaatlar to'qnashuvini boshqarish to'g'risidagi nizomda belgilangan tartibda manfaatlar to'qnashuvi bilan bog'liq vaziyatlarni tartibga solish jarayonida ishtirok etadi.	4.3.6. The Ethics Committees review compliance of employees with established ethical standards and codes of conduct and participate in managing conflict-of-interest situations in accordance with the procedures defined in the Regulations on Managing Conflicts of Interest.
4.4. Jamiyatning korrupsiyaga qarshi siyosati to'g'risida xodimlar va uchinchi shaxslarning xabardorligini ta'minlash	**4.4. Ensuring Employee and Third-Party Awareness of the Company's Anti-Corruption Policy**
4.4.1. Jamiyat korrupsiyaviy xavf-xatarlarni qisqartirish va jamiyat xabardorligini oshirish maqsadida mazkur Siyosat va o'zlari tomonidan amalga oshirilayotgan korrupsiyaga qarshi kurashish chora-tadbirlarga oid asosiy axborotlarni rasmiy veb-saytlarida joylashtiradi.	4.4.1. The Company publishes this Policy and key information on the anti-corruption measures it implements on its official website in order to reduce corruption risks and increase public awareness.
4.4.2. Jamiyat barcha kuch va imkoniyatlarini xodimlari va boshqa manfaatdor shaxslarga quyidagilar orqali O'zbekiston Respublikasining korrupsiyaga qarshi qonunchiligi normalari, shuningdek joriy etilgan korrupsiyaga qarshi tamoyillar, chora-tadbirlar va talablar to'g'risida xabar berish va ularni tushuntirishga sarflaydi: Jamiyat rahbariyati tomonidan elektron manzil va boshqa aloqa vositasi orqali Jamiyatda xodimlar tomonidan korrupsiyaga qarshi qabul qilingan normalar va talablarga rioya qilinishi muhim ekanligiga doir doimiy xabarlar yuborish; Jamiyat xodimlarini Jamiyatda korrupsiyaga qarshi kurashish masalalari bo'yicha o'qitishga doir rejaga muvofiq korrupsiyaga qarshi kurashish asoslari	4.4.2. The Company directs all its efforts and capabilities toward informing and explaining to its employees and other stakeholders the provisions of the anti-corruption legislation of the Republic of Uzbekistan, as well as the introduced anti-corruption principles, measures, and requirements through the following means: Sending regular messages from the Company's management via email and other communication channels emphasizing the importance of employees' compliance with the anti-corruption norms and requirements adopted within the Company;

bo‘yicha muntazam va tizimli ravishda bir yilda kamida bir marta o‘qitilishi hamda testdan o‘tkazilishini ta’minlash;

Yangi xodimlarni ishga qabul qilayotganda ushbu Siyosat va Jamiyatning korrupsiyaga qarshi kurashishga doir boshqa ichki hujjatlari bilan albatta tanishtirgan holda, ular uchun korrupsiyaga qarshi kurashish bo‘yicha majburiy kurslarni tashkil etish;

Jamiyatdagi korrupsiya xavf-xatari yuqori bo‘lgan lavozimlar uchun korrupsiyaga qarshi o‘qitishning qo‘shimcha dasturlari belgilanadi. O‘tkazilgan o‘quv kurslari/treninglarga oid ma’lumotlar O‘zbekiston Respublikasi qonunchiligida belgilangan tartibda Jamiyatning Xodimlar bilan ishlash boshqarmasida saqlanadi;

mavzuga doir audio va videoroliklar hamda Jamiyat xodimlari va fuqarolarning korrupsiyaga qarshi kurashish va ularda korrupsiyaga nisbatan murosasiz munosabatni shakllantirish bo‘yicha amalga oshirilayotgan chora-tadbirlar to‘g‘risidagi xabardorligini oshirishga qaratilgan boshqa axborot materiallaridan foydalangan holda korrupsiyaga qarshi kampaniyalar tashkil qilish;

mazkur Siyosat qoidalarini qo‘llash yoki korrupsiyaga qarshi chora-tadbirlar va tartib-taomillarni amalga oshirish bilan bog‘liq savollar tug‘ilganda, Korrupsiyaga qarshi ichki nazorat tuzilmasi tomonidan Jamiyat xodimlariga maslahatlar berish;

tasdiqlangan reja asosida Korrupsiyaga qarshi ichki nazorat tuzilmasi tomonidan Jamiyatda korrupsiyaga qarshi xulq-atvorni faol tarzda targ‘ib qilish;

Jamiyat xodimlari mehnat shartnomalariga korrupsiyaga qarshi qoidalarni kiritish. Jamiyat mazkur Siyosat kuchga kirgan vaqtdan boshlab Jamiyatning yangi xodimlari bilan tuziladigan, shuningdek shartlarni qayta ko‘rib chiqish doirasida xodimlarning amaldagi mehnat shartnomalariga korrupsiyaga qarshi qoidalarni kiritadi;

Jamiyat kontragentlari, hamkorlari, xayriya qiluvchilari, homiylari bilan tuziladigan shartnomalarga korrupsiyaga qarshi shartlarni kiritish. Korrupsiyaga qarshi shartlar mazkur Siyosat kuchga kirgan vaqtdan boshlab Jamiyatning yangi kontragentlari, hamkorlari, xayriya qiluvchilari, homiylari bilan tuziladigan shartnomalarga kiritiladi. Korrupsiyaga qarshi shartlar Jamiyatning barcha shartnomalariga kiritiladi (barcha turdagi xaridlar, import, eksportlar, xizmatlar

Ensuring that Company employees receive regular and systematic training on the fundamentals of anti-corruption at least once a year in accordance with the training plan on anti-corruption matters, followed by testing;

When hiring new employees, mandatorily familiarizing them with this Policy and other internal anti-corruption documents of the Company and organizing mandatory anti-corruption training courses for them;

Establishing additional anti-corruption training programs for positions within the Company that are associated with higher corruption risks. Information regarding the conducted training courses and seminars is stored in the Company’s Human Resources Department in accordance with the legislation of the Republic of Uzbekistan;

Organizing anti-corruption campaigns using thematic audio and video materials, as well as other informational resources aimed at raising awareness among employees and citizens about the measures taken to combat corruption and fostering an uncompromising attitude toward corruption;

Providing advisory support to Company employees by the Internal Anti-Corruption Control Unit in cases where questions arise regarding the application of this Policy or the implementation of anti-corruption measures and procedures;

Actively promoting anti-corruption behavior within the Company by the Internal Anti-Corruption Control Unit in accordance with an approved plan;

Including anti-corruption provisions in employees’ employment contracts. From the moment this Policy enters into force, anti-corruption clauses are incorporated into employment contracts concluded with new employees, as well as into existing employment contracts within the framework of their revision;

Including anti-corruption clauses in contracts concluded with the Company’s counterparties, partners, donors, and sponsors. From the moment this Policy enters into force, such clauses are included in contracts concluded with new counterparties, partners, donors, and sponsors. Anti-corruption clauses are incorporated into all Company contracts (including procurement, import, export, services, etc.), except for contracts concluded with postal services, electricity supply, gas supply, water supply, railway services, air transport services, and similar entities. Anti-corruption clauses may also be

va xok.lar) (pochta, elektr energiyasi, gaz ta'minoti, suv ta'minoti, temir yo'llari, havo yo'llari va shu toifadagilar bilan tuziladigan shartnomalar bundan mustasno). Korrupsiyaga qarshi shartlar mazkur Siyosat qabul qilinishidan oldin tuzilgan shartnomalarga shartlarni qayta ko'rib chiqish doirasida yoki tashabbusga ko'ra kiritiladi.	included in contracts concluded prior to the adoption of this Policy within the framework of contract revision or on the basis of an initiative.
4.5. Monitoring, nazorat va hisobdorlik	**4.5. Monitoring, Control, and Accountability**
4.5.1. Korrupsiyaga qarshi kurashish uchun mas'ul Jamiyatda amalga oshirilayotgan korrupsiyaga qarshi tartib-taomillarning doimiy monitoringi, nazorati va ularning samaradorligi, yetarliligi va mutanosibligini baholanishini amalga oshiradi. O'tkazilgan monitoring natijalariga ko'ra Jamiyatda korrupsiyaga qarshi kurashish tizimini shakllantirishga doir tegishli chora-tadbirlar qabul qilinadi.	4.5.1. The person responsible for anti-corruption activities in the Company conducts continuous monitoring and control of the anti-corruption procedures implemented within the Company and evaluates their effectiveness, adequacy, and proportionality. Based on the results of the monitoring, appropriate measures are adopted to improve and develop the Company's anti-corruption system.
4.5.2. Monitoring va nazorat Jamiyatda Korrupsiyaga qarshi tartib-taomillarning samaradorligini monitoring va nazorat qilish uslubiyotiga va Jamiyatning boshqa ichki hujjatlariga muvofiq amalga oshiriladi.	4.5.2. Monitoring and control are carried out in accordance with the Methodology for Monitoring and Controlling the Effectiveness of Anti-Corruption Procedures in the Company and other internal documents of the Company.
4.5.3. Korrupsiyaga qarshi kurashish tizimi monitoringi quyidagi asosiy yo'nalishlar bo'yicha amalga oshirilishi lozim: Jamiyat faoliyati funksiyalari va o'ziga xos jihatlari, uning tashkiliy-funksional tuzilmasi hamda boshqa tashqi va ichki omillaridagi o'zgarishlarning Jamiyatning korrupsiyaga qarshi kurashish tizimi va uni to'g'irlash zarurati, jumladan uning O'zbekiston Respublikasi qonunchiligiga muvofiqligini ta'minlashga ta'siri tahlili; O'zbekiston Respublikasining faoliyatida qo'llaniladigan korrupsiyaga qarshi kurashish sohasidagi qonunchiligi va hokimiyat organlari tavsiyalarining monitoringi; xalqaro va xorijiy tashkilotlarning korrupsiyaga qarshi kurashish bo'yicha samarali tizimini yaratish va qo'llab-quvvatlash masalalariga doir tavsiyalari monitoringi; ommaviy axborot vositalarining Jamiyat yoki xodimlari korrupsiyaviy harakatlarga jalb qilinganligi to'g'risidagi ma'lumotlar, shuningdek Jamiyat kontragentlari yoki hamkorlari to'g'risida xuddi shunday ma'lumotlar mavjudligi yuzasidan monitoring;	4.5.3. Monitoring of the anti-corruption system shall be carried out in the following key areas: Analysis of the impact of changes in the Company's activities, functions and specific features, its organizational-functional structure, as well as other internal and external factors on the Company's anti-corruption system and the need for its adjustment, including ensuring its compliance with the legislation of the Republic of Uzbekistan; Monitoring the anti-corruption legislation of the Republic of Uzbekistan applicable to the Company's activities and the recommendations of public authorities; Monitoring recommendations of international and foreign organizations concerning the establishment and maintenance of effective anti-corruption systems; Monitoring information in mass media regarding the involvement of the Company or its employees in corrupt activities, as well as similar information regarding the Company's counterparties or partners;

samarasiz nazoratlar va tartib-taomillarni aniqlash uchun ularni takomillashtirish hamda korrupsiyaga qarshi tizim ishonchliligi va samaradorligini ta'minlash maqsadida tanlov asosida Jamiyatning ichki jarayonlari va funksiyalarini monitoring qilish; Jamiyatning korrupsiyaga qarshi dasturi yoki yo'l xaritasi bandlari bajarilishining to'liqligi va samaradorligini monitoring qilish; Jamiyat xodimlari tomonidan qabul qilingan korrupsiyaga qarshi talablar va joriy etilgan tartib-taomillarga rioya qilinishini tekshirish; Jamiyat xodimlarining korrupsiyaga qarshi asosiy tamoyillar va talablar to'g'risida xabardorligini tekshirish.	Selective monitoring of the Company's internal processes and functions in order to identify ineffective controls and procedures and improve them to ensure the reliability and effectiveness of the anti-corruption system; Monitoring the completeness and effectiveness of the implementation of the provisions of the Company's anti-corruption program or roadmap; Verifying compliance by Company employees with adopted anti-corruption requirements and implemented procedures; Assessing employees' awareness of the fundamental anti-corruption principles and requirements.
4.5.4. Jamiyatda korrupsiyaga qarshi kurashish tizimi samaradorligi (korrupsiyaviy xavf-xatarlar mavjud emasligi) korrupsiyaga qarshi kurashish tizimini ichki auditini o'tkazish, jumladan Jamiyatda belgilangan talablar va tartib-taomillarga rioya etilishini nazorat qilish orqali tekshiriladi.	4.5.4. The effectiveness of the anti-corruption system within the Company (including the absence of corruption risks) is verified through internal audits of the anti-corruption system, including monitoring compliance with established requirements and procedures.
4.5.5. Korrupsiyaga qarshi kurashish tizimini monitoring va nazorat qilish tadbirlari yakunlari va natijalari korrupsiyaga qarshi kurashish tizimining holati haqidagi hisobotlarida aks ettiriladi. Hisobotlarni shakllantirish va taqdim etish tartibi Jamiyatda korrupsiyaga qarshi kurashish tizimining holati haqidagi hisobotlarini shakllantirish va taqdim etish bo'yicha ichki idoraviy hujjatda mustahkamlab qo'yiladi.	4.5.5. The results and outcomes of monitoring and control activities of the anti-corruption system are reflected in reports on the state of the anti-corruption system. The procedure for preparing and submitting such reports is established in the Company's internal departmental document regulating the preparation and submission of reports on the state of the anti-corruption system.
4.6. Javobgarlik	**4.6. Liability**
4.6.1. Mazkur Siyosatga mos kelish va Jamiyatning korrupsiyaga qarshi talablari va tartib-taomillariga rioya qilish har bir xodimning o'z lavozim majburiyatlarini bajarish doirasidagi majburiyati hisoblanadi. Xodimlar mazkur Siyosat va Jamiyatning boshqa ichki hujjatlarida belgilab qo'yilgan korrupsiyaga qarshi kurashish masalalariga oid talablar va tartib-taomillarni buzganligi uchun shaxsan javobgar bo'ladi.	4.6.1. Compliance with this Policy and adherence to the Company's anti-corruption requirements and procedures are mandatory duties of every employee within the scope of their official responsibilities. Employees are personally responsible for violating the anti-corruption requirements and procedures established by this Policy and other internal documents of the Company.
4.6.2. Korrupsiyaga nisbatan murosasizlik (toqatsizlik) tamoyiliga amal qilgan holda Jamiyatning barcha xodimlariga bevosita yoki bilvosita, shaxsan yoki vositachilar orqali har qanday korrupsiyaviy harakatlarda ishtirok etish qat'iyan man etiladi, ya'ni: o'z mansab va xizmat mavqeidan noqonuniy foydalanish, shuningdek xizmat mavqei va vakolatlarini suiste'mol qilish maqsadida har qanday shaxslardan	4.6.2. In accordance with the principle of zero tolerance toward corruption, all employees of the Company are strictly prohibited from participating in any corrupt activities, directly or indirectly, personally or through intermediaries, including: Illegally using their official position or abusing their authority to demand, solicit, request, agree to receive, or receive any unlawful benefit from any

noqonuniy foyda talab qilish, so‘rab olish yoki so‘rash, olishga rozilik berish yoki olish, shuningdek xodim tomonidan o‘z lavozim mavqeidan Jamiyatning qonuniy manfaatlariga zid ravishda, jumladan o‘zi va uchinchi shaxslar uchun noqonuniy foyda olish maqsadida noqonuniy foydalanish; davlatning mansabdor shaxsi yoki boshqa har qanday shaxsga uning harakatlariga ta’sir o‘tkazish (harakatsizligini ta’minlash) va/yoki shaxs, jumladan Jamiyat manfaatlari yo‘lida noqonuniy afzalliklarni qo‘lga kiritish maqsadida lavozim majburiyatlarini noqonuniy tarzda bajarishga undash, noqonuniy foyda (pora, poraxo‘rlik) ni taklif qilish, va’da berish, bunga ijozat berish, taqdim etish; rasmiyatchiliklarni soddalashtirish uchun to‘lovlar undirish, olish yoki amalga oshirish; poraxo‘rlik yoki tijoriy poraga olishda vositachilik qilish, jumladan pora oluvchiga noqonuniy foydani topshirish yoki pora oluvchi yoki beruvchiga ular o‘rtasida noqonuniy foydani olish va berish bo‘yicha kelishuvga erishishda yordam berish; Jamiyat xodimlarining korrupsiya belgilari mavjud bo‘lgan yoki uni sodir etish, jumladan manfaatlar to‘qnashuvi holatlari yuzaga kelishiga xizmat qiluvchi boshqa harakatlari yoki harakatsizligi.	person, as well as using their position contrary to the legitimate interests of the Company, including for the purpose of obtaining unlawful benefits for themselves or third parties; Inducing a public official or any other person to unlawfully perform official duties in order to influence their actions (or inaction) and/or obtain unlawful advantages for a person, including for the benefit of the Company, by offering, promising, authorizing, or providing unlawful benefits (bribes); Demanding, receiving, or making facilitation payments to simplify formal procedures; Acting as an intermediary in bribery or commercial bribery, including transferring unlawful benefits to a bribe recipient or assisting the bribe giver or receiver in reaching an agreement on the giving or receiving of such unlawful benefits; Any other actions or inaction by Company employees that indicate corruption or create conditions for corruption, including conflicts of interest.
4.6.3. Xodimlar o‘z rahbari va Jamiyatning korrupsiyaga qarshi kurashish bo‘yicha mas’ullariga ularni korrupsiyaviy harakatlarini sodir etishga undash maqsadida murojaat qilgan shaxslar bilan bog‘liq, shuningdek ularga ma’lum bo‘lgan boshqa xodimlar tomonidan sodir etilgan korrupsiyaviy harakatlarga oid barcha holatlar to‘g‘risida xabar berishi lozim.	4.6.3. Employees must report to their supervisors and the persons responsible for anti-corruption within the Company any attempts by individuals to induce them to commit corrupt actions, as well as any known cases of corrupt actions committed by other employees.
4.6.4. Korrupsiyaga nisbatan murosasizlik (toqatsizlik) tamoyilini hisobga olgan holda Jamiyatda xodimlar tomonidan korrupsiyaviy harakatlar sodir etilganligiga doir har bir asosli gumon bo‘yicha Jamiyatda xizmat tekshiruvlarini o‘tkazish bo‘yicha reglament va boshqa ichki hujjatlarda ko‘zda tutilgan tartibda hamda O‘zbekiston Respublikasi qonunchiligi talablariga muvofiq xizmat tekshiruvi o‘tkaziladi.	4.6.4. In accordance with the principle of zero tolerance toward corruption, any reasonable suspicion of corrupt actions committed by employees shall result in an internal investigation conducted in accordance with the Regulation on Conducting Internal Investigations and other internal documents of the Company, as well as the legislation of the Republic of Uzbekistan.
4.6.5. Mazkur Siyosat, korrupsiyaga qarshi qonunchilik talablari va/yoki Jamiyatning boshqa ichki hujjatlarida mustahkamlab qo‘yilgan korrupsiyaga qarshi talablar va tartib-taomillarni buzgan Jamiyat xodimlari lavozimi, xizmat muddati va boshqa omillardan qat’iy nazar O‘zbekiston Respublikasi	4.6.5. Employees of the Company who violate this Policy, the requirements of anti-corruption legislation, and/or the anti-corruption requirements and procedures established in the Company’s internal documents shall be held liable regardless of their position, length of service, or other factors, in accordance

qonunchiligi va Jamiyatning ichki hujjatlari doirasida va ularda ko‘zda tutilgan asoslar bo‘yicha javobgarlikka tortiladi.	with the legislation of the Republic of Uzbekistan and the Company’s internal documents.
4.6.6. Korrupsiyaviy harakatlar aniqlangan taqdirda Korrupsiyaga qarshi kurashish bo‘yicha tuzilma ularni yuzaga kelish sabablari va imkoniyatlarini tahlil qiladi va doimiy ravishda korrupsiyaga qarshi kurashish tizimini takomillashtiradi.	4.6.6. If corrupt actions are identified, the anti-corruption unit analyzes the causes and conditions that led to their occurrence and continuously improves the Company’s anti-corruption system.
4.6.7. Ichki tekshiruvlar natijalari doimiy ravishda rahbarga, Jamiyat hay’ati va Jamiyatning tegishli tarkibiy bo‘linmalari rahbarlariga taqdim etiladi.	4.6.7. The results of internal investigations are regularly submitted to the Company’s management, the Company’s board, and the heads of relevant structural units.
4.6.8. Jamiyat korrupsiyaviy huquqbuzarliklarni aniqlash va tergov qilish uchun huquqni muhofaza qilish va boshqa davlat organlari bilan hamkorlik qiladi.	4.6.8. The Company cooperates with law enforcement and other state authorities in identifying and investigating corruption-related offenses.
V. Korrupsiyaviy harakatlarga doir xabarlar	**V. Reports on Corrupt Actions**
5.1. Jamiyat xodimlarining harakatlari qonuniyligi yoki etikaga mosligi yuzasidan shubha, korrupsiyaviy harakatlar yoki boshqa qoidabuzarliklar bilan bog‘liq taxminlar yoki sodir etilganligiga oid asosli gumonlar yuzaga kelgan taqdirda ular haqida Jamiyatning umumfoydalanuvidagi aloqa kanallari orqali ochiq xabar berilishi mumkin.	5.1. If there are doubts regarding the legality or ethical compliance of the actions of the Company’s employees, suspicions or assumptions related to corrupt actions or other violations, or reasonable grounds to believe that such actions have occurred, they may be openly reported through the Company’s public communication channels.
5.2. Jamiyat o‘z vakolatlari va mavjud imkoniyatlari doirasida qoidabuzarlikka oid asosli axborotni taqdim etgan shaxsga doir ma’lumotlar maxfiyligini ta’minlaydi, O‘zbekiston Respublikasi qonunchiligida ko‘zda tutilgan holatlar bundan mustasno.	5.2. Within its authority and available capabilities, the Company ensures the confidentiality of information regarding the person who provides substantiated information about a violation, except in cases provided for by the legislation of the Republic of Uzbekistan.
5.3. Jamiyat o‘z xodimlari manfaatlarini himoya qiladi va boshqa xodimlarning shubhali xulq-atvori yoki mazkur Siyosatning korrupsiyaga qarshi kurashish talablari buzilgan bo‘lishi mumkinligi haqida vijdonan xabar bergan xodimlarga nisbatan ishdan bo‘shatish, lavozimini tushirish, diskriminatsiya, zulm o‘tkazish, ta’qib qilish singari o‘ch olish harakatlariga yo‘l qo‘yilmasligini kafolatlaydi.	5.3. The Company protects the interests of its employees and guarantees that no retaliatory actions—such as dismissal, demotion, discrimination, harassment, or persecution—will be taken against employees who, in good faith, report suspicious behavior of other employees or possible violations of the anti-corruption requirements of this Policy.
5.4. Jamiyatning aloqa kanallari orqali kelib tushgan barcha xabarlar Jamiyat mas’ul shaxslari tomonidan O‘zbekiston Respublikasi qonunchiligi, Jamiyatdagi korrupsiyaviy harakatlar to‘g‘risida xabar berishga mo‘ljallangan aloqa kanallari orqali kelib tushgan xabarlarni qabul qilish va ularni ko‘rib chiqishga oid ichki hujjatlar va Jamiyatning boshqa ichki hujjatlariga muvofiq o‘z vaqtida va xolisona ko‘rib chiqiladi.	5.4. All reports received through the Company’s communication channels are reviewed in a timely and impartial manner by responsible persons of the Company in accordance with the legislation of the Republic of Uzbekistan, internal documents governing the receipt and review of reports submitted through the Company’s reporting channels for corruption-related actions, and other internal regulations of the Company.

5.5. Jamiyat xodimlari tomonidan ataylab yolg‘on xabar yuborish mazkur Siyosat talablarini buzish va etikaga zid xulq-atvor namunasi sifatida baholanadi, bu haqida xabar bergan shaxs esa o‘z navbatida O‘zbekiston Respublikasi qonunchiligi va Jamiyatning ichki hujjatlariga muvofiq javobgarlikka tortilishi mumkin.	5.5. Deliberately submitting false reports by employees of the Company is considered a violation of the requirements of this Policy and an example of unethical behavior. The person who submits such a report may, in turn, be held liable in accordance with the legislation of the Republic of Uzbekistan and the Company’s internal documents.
VI. Qayta ko‘rib chiqish va o‘zgarishlar kiritish tartibi	**VI. Procedure for Review and Amendments**
6.1. Mazkur Siyosat quyidagi hollarda qayta ko‘rib chiqilishi va to‘g‘irlanishi mumkin: mavjud korrupsiyaga qarshi siyosatlar va tartib-taomillarni qayta ko‘rib chiqish zaruratini yuzaga keltiruvchi O‘zbekiston Respublikasining korrupsiyaga qarshi kurash sohasidagi qonunchiligi o‘zgarganda; samarasiz korrupsiyaga qarshi nazorat tadbirlari va tartib-taomillari aniqlanganda, shuningdek Jamiyat faoliyatida korrupsiyaning oldini olish va unga qarshi kurashga qaratilgan kompleks chora-tadbirlarni takomillashtirish zarurati yuzaga kelganda; Jamiyatning tashkiliy tuzilmasi va/yoki funksiyalarining o‘ziga xos jihatlari o‘zgarganda va h.k.	6.1. This Policy may be reviewed and amended in the following cases: When changes occur in the anti-corruption legislation of the Republic of Uzbekistan that necessitate the revision of existing anti-corruption policies and procedures; When ineffective anti-corruption control measures and procedures are identified, or when there is a need to improve comprehensive measures aimed at preventing and combating corruption within the Company; When changes occur in the Company’s organizational structure and/or the specific features of its functions, etc.

“Navoiyazot” AJ boshqaruv raisi v.b. _____ **Acting Chairman of the Management Board**

F.Kh. Samadov