

Code of Conduct
Joint Stock Company "Uzkimyosanoat"

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INTRODUCTION

Dear Colleagues!

We clearly understand that our professionalism and decency are the basis of trust in Uzkiyosanoat JSC, therefore we consider it necessary to adhere to the highest standards of business conduct. The successes and reliable business reputation of Uzkiyosanoat JSC are undoubtedly the merit of its employees, as well as all partners and contractors with whom Uzkiyosanoat JSC implements its goals.

I am convinced that the Code of Business Ethics is one of the most important documents of Uzkiyosanoat JSC. It defines the standards of conduct that we expect from everyone working at Uzkiyosanoat JSC and with Uzkiyosanoat JSC. The document also defines the responsibility and obligations of Uzkiyosanoat JSC to employees and partners.

The Code of Business Conduct is designed to help us make the right decisions, and Uzkiyosanoat JSC is always to remain a company not only with high economic achievements, but also with a reliable business reputation, a company whose employees are proud to work in it.

Always follow the Code in the performance of your duties and responsibilities and, when in doubt, ask questions.

Yours faithfully,

Chairman of the Board of JSC "Uzkiyosanoat"

1 OBJECTIVES OF THE CODE OF CONDUCT

1.1 The success and reputation of Uzkimyosanoat JSC (hereinafter referred to as the “Company”) largely depend on compliance with the requirements of not only applicable legislation, but also high professional and ethical standards of business conduct of the Company's Employees.

1.2 In order to apply uniformly high standards of honest, open and conscientious business conduct of Employees, the Company adopts this Code of Business Conduct (hereinafter - the "Code").

1.3 The Code is aimed at preventing offenses, eliminating the causes and conditions conducive to their commission, fostering in the Employees the spirit of high legal consciousness, strict observance of the Constitution, laws and other regulatory legal acts of the Republic of Uzbekistan, the rights and freedoms of citizens, as well as world standards of ethical, highly professional and good business conduct.

1.4 This Code has been developed to:

- creation of a normative document systematizing the basic principles of business behavior, which the Company's Employees should be guided by in the performance of their official duties;
- determination of professional and ethical standards to which the Employees of the Company must comply;
- familiarization of persons acting on behalf of, on behalf of and / or in the interests of the Company, including its business partners and representatives, with the ethical standards of the Company;
- development of corporate culture and creation in the Company of an atmosphere of mutual respect and trust, honesty and decency;
- formation and strengthening of the Company's business reputation as a fair employer and a bona fide partner.

2 PERSONAL LIABILITY

2.1 Employees, regardless of the level of their position or other factors, must:

- get acquainted with the provisions of this Code and be guided by them in daily work;
- perform their duties in good faith, with the required level of professionalism and competence, take care of improving their qualifications;
- ensure effective exchange of knowledge with colleagues, as well as maintain a high level of business communication;
- act within the limits of their official powers determined by their job descriptions, internal regulations of the Company and the legislation of the Republic of Uzbekistan;
- timely and efficiently execute decisions (orders) of higher bodies and officials, adopted (data) within the limits of their authority;
- comply with the restrictions and prohibitions established by regulatory legal acts and internal regulatory documents, including the prohibition on the commission of Corruption Actions;
- Comply with the general rules of ethics and business conduct outside of work.

2.2 Members of the Board of the Company and heads of its structural divisions must:

- be a model for the implementation of this Code;
- be an example of high professionalism, decency and fairness;
- implement measures to create a corporate culture in the Company characterized by high professionalism, decency and fairness;
- ensure that their subordinates are familiar with and understand the Code;
- be attentive to subordinates and their questions, suggestions and complaints, advise them on emerging issues in relation to this Code and in the course of the performance of their duties.

2.3 Employees of the Company, regardless of the level of their position or other factors, bear personal responsibility for non-compliance with the principles and requirements of this Code. Members of the Board of the Company and heads of its structural divisions may also be held liable for non-compliance with the principles and requirements of this Code by their subordinates.

2.4 Compliance with the provisions of the Code is one of the criteria for assessing the quality of professional activities of the Company's Employees.

2.5 Violation of this Code by the Company's Employees is considered by the Ethics Commission, which was specially created for the purpose of monitoring compliance by the Employees with the requirements of the current legislation, this Code and business ethics, considering relevant violations and conflict situations, as well as providing the Employees with advice on resolving complex ethical situations.

The Ethics Commission considers the incoming questions fairly and impartially, its activities and decisions are independent of the Board of the Company.

3 DEFINITIONS OF TERMS AND ABBREVIATIONS

3.1 Introduced terms and definitions:

Anti-corruption clause - special provisions included in the contracts of the Company, which oblige the parties to comply with the requirements of the Applicable anti-corruption legislation in the course of fulfilling their obligations under the contract.

Close relatives - persons who are related or related to the Employee, that is, parents, blood brothers and sisters, spouses, children, including adopted children, grandfathers, grandmothers, grandchildren, as well as parents, blood brothers and half brothers and the sisters of the spouses.

Government Official:

- any person holding an appointed or elective position in the legislative, executive or judicial branch of the Republic of Uzbekistan or a foreign state;
- any person performing state functions for the Republic of Uzbekistan or a foreign state, including for a State body, enterprise or institution,
- any official or representative of an international organization;
- politicians, officials of political parties, including candidates for political office.

State functions - any activity delegated by the state and carried out in the interests of the state, for example, related to public procurement.

State bodies, enterprises and institutions - for the purposes of the Code, public authorities (including ministries, state committees, services, agencies, centers, inspections, state companies, concerns), citizens' self-government bodies and their structural divisions, as well as all directly or indirectly controlled by the state legal entities.

Subsidiaries - an organization or enterprise, in the authorized capital of which there is a share of Uzkiyosanoat JSC.

Code - This Code of Ethics.

Counterparty - any individual, except for Employees, or a legal entity (including its branch and / or representative office) with which the Company enters into a contractual relationship.

Confidential information is information in any form, the receipt, processing, transfer or use of which is limited in accordance with the legislation of the Republic of Uzbekistan and / or internal regulatory documents of the owner of such information, including:

- State secrets - of special importance, top secret and secret military, political, economic, scientific and technical and other information of the Republic of Uzbekistan, protected by the state and limited by special lists;
- Commercial secret - information that has commercial value in scientific and technical, technological, production, financial and economic and other spheres due to its unknown to third parties, to which there is no free access on a legal basis and the owner of this information takes measures to protect its confidentiality.
- Official secret - information in the field of science, technology, production and management, the disclosure of which may harm the interests of the Company.

Conflict of Interest is a situation in which the Personal Interest (direct or indirect) of the Employee affects or may affect the proper performance of his job or official duties and in which a contradiction arises or may arise between the Personal Interest of the Employee and the rights and legitimate interests of the Company.

Corrupt actions:

- an offer, promise, authorization, transfer of Illegal Benefits to a Government Official (bribery, bribery), a representative of a commercial organization (commercial bribery) or any other person in order to influence his actions (ensure inaction) and induce him to perform his official duties in an improper manner and / or to obtain an improper advantage, including a commercial one, for the Company;
 - making Facilitation Payments;
 - demand, extortion or request, consent to receive or receive Illegal benefit from any person for the purpose of illegal use of his official position, as well as abuse of office, abuse of authority, as well as other illegal use by the Employee of his official position contrary to the legitimate interests of the Company, including for the purpose of obtaining Illegal Benefits for oneself or third parties;
 - mediation in bribery or commercial bribery, including the transfer of the Illegal Benefit to the recipient, or assisting the recipient or the transferor in reaching or enforcing an agreement between them to receive and give the Illegal Benefit;
 - other actions / inaction of the Employees containing signs of corruption or contributing to its commission, including manifestations of a conflict of interest.

Personal interest - the interest of the Employee associated with the possibility of receiving by him and / or his Close relatives of funds, other property, including property rights, property services, the results of work performed or any other benefits (advantages).

International organization - any international organization created by states, governments or other international organizations, regardless of organizational form and powers, including, for example, regional organizations for economic integration.

Society - Joint Stock Company "Uzkimyosanoat".

Employees - for the purposes of this Code, this definition includes employees of the Company who perform their duties on the basis of employment contracts concluded with them, as well as members of the Board of the Company.

3.2 The terms used, but not defined in this Code, are used in the sense in which they are used in other internal regulatory documents of the Company and the legislation of the Republic of Uzbekistan.

4 BASIC PRINCIPLES OF BUSINESS ETHICS

4.1 Legality

Society and Employees comply with the norms of the legislation of the Republic of Uzbekistan and applicable international legislation.

4.2 Fairness and honesty

Society and Workers act in an open, honest and fair manner. The Company strives to comply with the principles of business ethics in work and communication with all Counterparties and business partners, and also adheres to the principle of rejection of any Corrupt actions.

4.3 Impartiality and independence, dedication to the interests of the Society

In the performance of their official duties, the Employees of the Company do not show and do not show preference to any person, group or organization. Workers

exclude actions related to the influence of Personal interest, which prevents them from performing their official duties in good faith.

4.4 Professionalism and competence

The Company's employees strive to ensure and maintain a high level of qualifications at the level necessary for the effective performance of their duties. The Society supports the desire of the Employees to improve their professionalism and competence and helps them in this.

4.5 Priority of the rights, freedoms and legitimate interests of Employees and other persons
Relations in the Society are based on respect and observance of human rights. The Society does not tolerate any form of discrimination, psychological pressure or intimidation. The Society does not use child labor.

4.6 Openness and transparency

The Company adheres to the policy of information openness and transparency of its activities for Employees, Counterparties, partners of the Company and other third parties. The Company uses all available channels of disclosure and ensuring free access of all interested parties to public information about the Company.

4.7 Efficiency and Frugality

In their activities, the Company and the Employees always try to achieve the best results using the least amount of resources, constantly increasing the efficiency of their activities for the growth of the welfare of its shareholders, Employees and other interested parties.

5 RESPECT FOR THE RIGHTS AND INTERESTS OF EMPLOYEES

5.1 The Company recognizes that its most valuable asset is its Employees, therefore it strives to create such working conditions and corporate culture that would guarantee their support, training and development, which, in turn, ensures the maximum efficiency of their work in the Company.

5.2 The Company recognizes the labor rights of Employees as an integral part of human rights and ensures their observance in the course of its activities, guarantees the prevention of forced labor and the use of child labor.

5.3 The Company declares the inadmissibility of cases of selection and placement of personnel on the basis of kinship, community and / or personal loyalty, other manifestations of parochialism, favoritism, as well as other negative factors in the process of hiring and selecting Employees, their promotion and / or determining the amount of remuneration.
The Company ensures the right of the Employees to a decent remuneration for the results of their work, therefore it introduces progressive systems of labor motivation.
Society does not tolerate any other forms of discrimination, psychological pressure or intimidation in the course of work, maintains relationships with and between Employees based on mutual respect for people and human rights.

5.4 The Company guarantees the Employees the creation of working and rest conditions, social protection and support within the framework stipulated by the applicable law and its internal regulations.

5.5 The Company implements personnel development programs, which imply training and professional development of Employees.

5.6 The Company supports the participation of Employees in solving fundamental issues of the development of the Company, including through the election of representatives of the Trade Union Committee in the composition of the commissions for making decisions related to the social and economic interests of the Employees.

For Employees, these principles and rules mean:

- respectfully treat colleagues, partners, Contractors of the Society and Government officials, regardless of their nationality, gender, racial or religious affiliation;

- show respect for the customs and traditions of the peoples of the Republic of Uzbekistan and other states, take into account the cultural and other characteristics of various ethnic, social groups and confessions;
- refrain from behavior that could raise doubts about the conscientious performance of official duties, as well as avoid conflict situations that could damage their own reputation and / or the reputation of the Company;
- use their own working time and the time of their colleagues rationally and in the interests of the Company;
- not spread rumors, offensive and derogatory materials and / or information defaming the honor and dignity of other Employees;
- to base any decision on hiring, raising, determining the amount of remuneration and other decisions in favor of other Employees of the Company solely on their professional qualities;
- inform your immediate supervisor or the chairman of the Ethics Commission of the Society about any cases of discrimination, both in relation to yourself and in relation to colleagues;
- if you have doubts about the ethics of your actions, contact your immediate supervisor or the chairman of the Ethics Commission of the Company for clarification.

6 CONFLICT OF INTEREST

6.1 The Company considers it unacceptable to make decisions and any actions in the context of a Conflict of Interest.

A conflict of interest arises in any situation when the position or job duties of the Employee give him or any of his Close relatives the opportunity to receive profit or personal gain (in addition to income or remuneration paid by the Company to the Employee as a result of his conscientious performance of his job duties), or when the Employee has there is an opportunity to put the Personal interest or the interest of his Close relatives above his official duties and obligations to the interests of the Society.

6.2 The Company has approved a Conflict of Interest Management Policy, which contains examples of Conflict of Interest situations and procedures for disclosing and resolving such situations. For Employees, these principles and rules mean:

- read and comply with the Conflict of Interest Management Policy,
- comply with the current legislation of the Republic of Uzbekistan;
- act in the interests of the Company in a situation of a Conflict of Interest (if the above does not lead to a threat to the health and life of the Employee);
- in the performance of their official duties, exclude actions related to the influence of a Conflict of Interest that impede the conscientious performance of official duties, do not give or show preference to any person, group or • organizations, to be independent from their influence, to take into account the legitimate interests of the Company;
- exclude participation or influence in the process of hiring, control, management or career planning of Close relatives, and also promptly inform the immediate supervisor and / or the compliance service about such a possibility;
- not to use official position to exert undue influence on the activities of the Company, other organizations and persons;
- in the event of the existence (occurrence) of a Conflict of Interest, promptly inform your immediate supervisor and / or the Compliance Service to ensure the timely and proper settlement of the Conflict of Interest;
- inform your immediate supervisor and / in the compliance service about any other work activity or membership in the management bodies of companies or organizations other than the Company;
- inform your immediate supervisor and / in the compliance service about Close relatives who are directly subordinate to them;
- in case of doubts about the ethics of your actions, contact your immediate supervisor or the Compliance Service to the Chairman of the Ethics Commission of the Company for clarification.

7 INDUSTRIAL SAFETY AND LABOR PROTECTION

7.1 One of the priority tasks of the Company is to ensure safe working conditions for Employees and representatives of Contractors working at its production facilities, to reduce the number of accidents, industrial injuries, occupational diseases and emergencies.

7.2 Measures used by the Company to eliminate the threat of accidents include:

- compliance by the Employees and representatives of the Counterparties working at the production facilities of the Company with the requirements of the legislation of the Republic of Uzbekistan and other regulations in the field of labor protection;
 - continuous improvement of the occupational health and safety management system;
 - assessing all possible risks at the Workers' workplaces, taking into account the specifics and types of production, the nature of the risk, in order to identify possible and real dangers, as well as ensuring risk management in accordance with the approved procedures at the enterprises of Uzkimyosanoat JSC;
 - development and implementation of action plans, targeted programs to minimize and possibly eliminate risks, threats of accidents, emergencies, injuries and illnesses of personnel, and improve the health status of Employees;
 - ensuring labor safety and preserving the health of all Employees by taking preventive measures to prevent injuries and deterioration of health;
 - communicating to each Employee information about the identified hazards and risks of occupational safety and health in the workplace;
 - increasing the level of responsibility and ensuring the involvement of each Employee, regardless of his profession or position, in observance of obligations in the field of occupational health and safety;
 - support at a high level and continuous improvement of the training of Employees in the field of labor protection through the organization of high-quality training;
 - ensuring the functioning of all levels of production control over the observance and implementation at workplaces of legislative and other requirements in the field of health and safety at work;
- increasing the level of safety and working conditions by ensuring trouble-free operation of equipment, the introduction of new technologies;
 - ensuring the level of industrial safety at enterprises operating hazardous production facilities, in which the risk of incidents and accidents is minimal;
 - ensuring the safe operation of hazardous production facilities, preventing incidents, accidents and ensuring the readiness of departments to localize and eliminate the consequences of accidents and incidents at hazardous production facilities;
 - creating conditions for the sustainable functioning and development of enterprises operating hazardous production facilities by creating a system for preventing the occurrence of failures or damage to technical devices, deviations from the regimes regulated by technical documents in the field of industrial safety that can lead to incidents and accidents at hazardous production facilities.

For Employees, these principles and rules mean:

- compliance by the Employees and representatives of the Counterparties working at the Company's production facilities with the requirements of the legislation of the Republic of Uzbekistan and other regulations in the field of labor protection;
- know and unquestioningly comply with the rules of labor protection and industrial safety adopted in the Company;
- during work, use the issued personal protective equipment for the intended purpose;
- to undergo briefings, training and knowledge testing in the Company in accordance with these requirements and rules in a timely manner;
- observe precautions, ensure the correct and safe use of substances and materials in the performance of their duties, do not endanger their own health and safety, as well as the health and safety of colleagues and other people;

- immediately respond in the prescribed manner and inform the immediate supervisor and / or other responsible persons if any of the Employees violates labor protection rules and safety precautions, as well as about emerging or potentially emergency and other emergency situations.

8 ENVIRONMENTAL PROTECTION

8.1 The Company is aware that its production activities are associated with the generation of waste, emissions of pollutants into the atmosphere, discharges of pollutants into natural water bodies. Therefore, the protection of the environment and the preservation of its natural resources are the priority tasks of the Company. Having included these tasks in the sphere of responsibility of the management bodies and the obligations of its Employees, the Company strives to minimize the impact of its activities on the environment and continuously works to improve the ecological balance.

8.2 The Company complies with the legislation of the Republic of Uzbekistan, international legislation and requirements in the field of environmental protection, concerning both the production activity itself and the disposal of production products, introducing an environmental management system that meets international standards.

8.3 The Company develops and implements measures aimed at preventing environmental pollution associated with potential accidents and emergencies, applies resource-saving technologies and consistently reduces the harmful impact on the environment and humans.

8.4 As part of its activities, the Company assumes the following obligations in the field of environmental protection and ecological safety:

- carry out industrial environmental monitoring;
- ensure the protection of water resources, atmospheric air and land resources;
- introduce modern technologies for resource saving and thereby ensure energy efficiency of production.
- carry out all possible measures to reduce and prevent emissions and discharges of pollutants, as well as measures to minimize, neutralize and utilize the generated hazardous production waste and manage environmental aspects;
- ensure that all identified significant environmental aspects are managed, taking into account the nature, magnitude and environmental impacts of product manufacturing activities;
- ensure the establishment and analysis of environmental goals and objectives;
- analyze the effectiveness of the functioning of the environmental management system;
- ensure the compliance of the environmental management system with the requirements of ISO 14001;
- act in accordance with the requirements of environmental legislation and other regulatory documents of the Republic of Uzbekistan;
- to provide environmental education and upbringing of all Employees without exception for their awareness of their place and role in the environmental management system.

For Employees, these principles and rules mean:

- know and comply with the requirements of the legislation of the Republic of Uzbekistan and internal regulations of the Society for Environmental Protection;
- demonstrate by their own example and form environmentally responsible behavior among others;
- immediately respond and inform the immediate supervisor and / or other responsible persons if any of the Employees behaves unsafely in terms of environmental protection rules.
- ensure the rational use of energy and natural resources;

9 HANDLING OF INFORMATION AND PROPERTY OF THE COMPANY

9.1 In the course of their employment in the Company, Employees have access to various, including Confidential, information of the Company, Counterparties and partners in accordance with the position they hold and the official powers assigned to them.

Disclosure of Confidential Information may harm the financial and economic activities and / or reputation of the Company, its Counterparties, or may be deliberately used to the detriment of the Company by its competitors or other persons.

The Company takes seriously the protection against illegal disclosure of Confidential Information belonging to both the Company and its Counterparties, business partners and other third parties, therefore, access to such information is provided only to those Employees who need it for work, and only to the extent necessary for it. ...

For Employees, these principles and rules mean:

- comply with the regimes of handling information established by the legislation of the Republic of Uzbekistan and internal regulatory documents of the Company in relation to various types of information, including "state secrets", "commercial secrets" and official secrets, etc. ;
 - use the Confidential Information strictly for official purposes within the framework of the performance of their official duties and powers in accordance with the established requirements of the Company and the legislation of the Republic of Uzbekistan;
 - not to discuss Confidential Information with other Employees of the Company, unless it is directly necessary in connection with the performance of their official duties;
 - not discuss Confidential Information in public places;
 - not to make records in any format, not to create archives and not to copy in any other way information about the activities of the Company, available in connection with the performance of official duties, if there is no direct need for this;
 - not to transfer to third parties (including an unlimited number of persons) the Confidential Information of the Company or its Counterparties, business partners and other third parties, unless the transfer of Confidential Information is authorized in the manner prescribed by the Company and occurs within the framework of the requirements of applicable law;
 - not use information that is not public, that is, not disclosed in open sources, and obtained in the course of fulfilling official duties in the Company, in their own private interests, including for the purpose of buying and / or selling securities of the Company or other persons;
 - comply with the "clean table" rule, including:
 - block the computer and provide secure storage of portable devices (laptop, tablet, smartphone) and removable media (external HD-drives, flash-drives, DVD / CD-disks, etc.) when leaving the workplace,
 - do not leave material carriers of information in the public domain, follow the rules for storing Confidential information and documents established by the Company;
 - comply with the information security rules established by the Company, ensure the security of their passwords (including from work computers, laptops, internal systems, corporate websites and corporate bank cards), do not transfer them to other persons, do not write them down, do not use the automatic password saving functions;
 - be careful when working with electronic data and resources, including when receiving links, files and attachments from unfamiliar addresses;
 - use only software authorized by the Company, do not install any other software on computers and portable devices (laptop, tablet, smartphone) of the Company, do not disable programs and / or ignore the requirements for ensuring information security of the Company;
 - not to disclose Confidential Information after leaving the Company within the period established by the internal regulatory documents of the Company, agreements between the Company and the Employee and / or the legislation of the Republic of Uzbekistan;
- return to the sender and / or destroy Confidential Information that was not requested, but was received (after notifying the sender);

- in the performance of official duties, take appropriate measures to protect Confidential Information and ensure that any cases of deliberate, accidental or unauthorized access to it are prevented;
- if you have any doubts about the protection or use of information, seek clarification from your immediate supervisor and / or the head of the department for the development of information technology and information security.

9.2 The Society has the right to comment on statements and situations that may affect its activities, as well as publish information about its activities in open sources (including in the media, on the Society's website, its official pages on social networks, etc.)). Such information, comments and statements on behalf of the Company may be given and published by members of the Board of the Company, as well as other Employees of the Company, provided that the procedures are followed and the approvals established in the internal regulatory documents of the Company are followed. The coordination of responses to appeals and applications is carried out by the press service of the Society.

For Employees, these principles and rules mean:

- not to distribute or discuss information related to the activities of the Company, not to give any comments on behalf of the Company or on its own behalf, until they are previously agreed;
- always speak correctly and respectfully about his work and the activities of the Society, including in private conversations, social networks or other publications in the public domain;
- not to make statements and not to take part in actions that may discredit the reputation of the Company, cause a Conflict of Interest or cause any damage to the property or image of the Company;
- if you have any doubts about the provision of any comments, seek clarification from your immediate supervisor or the head of the press service.

9.3 The Company respects the right of Employees, Counterparties, partners and other third parties to confidentiality and privacy and strives to ensure the protection of all personal data in its possession. As part of the protection of the personal data of its Employees, Counterparties, partners and other third parties, the Company collects and processes only those personal data that are necessary for the conduct of financial and economic activities and the fulfillment by the Company of its obligations, and also complies with the established legal requirements for their protection.

For Employees, these principles and rules mean:

- Comply with the established rules and procedures related to the processing and protection of personal data of other Employees, as well as Counterparties, partners and other third parties;
- in the performance of official duties, take appropriate measures to protect personal data and ensure that any cases of deliberate, accidental or unauthorized access to them are prevented.

9.4 By recognizing intellectual property rights as a valuable asset, the Company protects its own intellectual property rights and respects the intellectual property rights of others.

Everyone in the Company is responsible for preventing the unauthorized use of intellectual property rights.

For Employees, these principles and rules mean:

- comply with the legislation of the Republic of Uzbekistan in terms of the use of intellectual property rights;
- not to use, without legal grounds, the intellectual property rights of the Company and third parties, incl. logos, trademarks and / or symbols;
- ensure that intellectual property rights are appropriately protected when new goods and services are created or launched;
- not to disclose new ideas and / or projects outside the Company until the corresponding intellectual property rights are protected;

- if you have any doubts about the protection or use of intellectual property rights of the Company or third parties, contact your immediate supervisor or the Legal Bureau of the Company for clarification.

9.5 The property that the Company owns and uses on the basis of ownership or other rights is intended solely to achieve the goals and objectives of the Company and its long-term development and prosperity. In this regard, the Company seeks to ensure the necessary protection of all its property from theft, waste, damage, loss, misuse and other abuse by Employees and / or other persons.

For Employees, these principles and rules mean:

- Responsibly and carefully treat the property of the Company, use it strictly for its intended purpose within the framework of the performance of their official duties and powers;
- not to make unreasonable decisions that may lead to a violation of the safety of the Company's property, its unlawful use or the emergence of a risk of losses and / or reputational risks for the Company;
- not to use equipment (including computers, copiers, Internet / intranet) installed in the offices and production premises of the Company for personal purposes without the prior approval of the immediate supervisor;
- if the equipment of the Company (including passwords, account details or other data) is lost or stolen, immediately inform the Department for the Development of Information Technologies and Information Security about it via the established communication channels;
- if the Employees of the Company become aware of damage, waste and other forms of abuse of the property of the Company, immediately inform about this via the communication channels established in the Company to inform about violations.

10 INTERACTION WITH CONTRACTORS, PARTNERS AND THIRD PARTIES

10.1 The Company establishes and conducts business relations with Counterparties, partners and other third parties in accordance with generally accepted standards of ethical business conduct, including the principles of legality, honesty, transparency, mutual respect, fulfillment of contractual obligations and other agreements, and expects the same from its Counterparties.

10.2 The Company strictly follows the principle of zero tolerance to Corruption actions in any form and manifestation in relations with Counterparties, partners and other third parties. The Company expects that its Counterparties and partners share the values of the Company and comply with applicable law, basic principles and rules of business conduct, understand the need to respect human rights, protect the environment and are responsible to the public.

10.3 The Company ensures a transparent, honest and fair selection of suppliers of goods, works and services in accordance with objective criteria, the requirements of the legislation of the Republic of Uzbekistan and the internal regulatory documents of the Company in the field of procurement. Also, the Company has adopted procedures for checking counterparties and partners for reliability, absence of reputational risks and compliance with the principles and standards of the Company in the field of business ethics, business conduct and anti-corruption.

The Company reserves the right to refuse to interact with Counterparties, partners and other third parties involved in corrupt or other illegal activities that discriminate against their employees.

For Employees, these principles and rules mean:

- maintain objectivity and impartiality when interacting with Counterparties, partners and other third parties, as well as be guided by the principles of good faith, honesty, fairness and mutual respect, compliance with business ethics and the requirements of the legislation of the Republic of Uzbekistan;
- conscientiously comply with the requirements of the internal regulatory documents of the Company for the selection and verification of Counterparties, partners, investment objects, persons to whom financing is provided, including the assessment of the qualifications and reputation of a third party;

- conscientiously comply with the requirements of the internal regulatory documents of the Company on the conduct of contractual work and the inclusion in contracts of relevant provisions aimed at protecting the interests of the Company (anti-corruption clauses, etc.);
- in cases established by contractual work or legislation, to ensure receipt from third parties of appropriate documentary evidence of expenses incurred on behalf of the Company and in its interests;
- inform third parties about the Company's standards in the field of business ethics, business conduct and anti-corruption.

10.4 Since the Company carries out import-export operations within the framework of its activities, it pays special attention to compliance with customs legislation, export control requirements, as well as compliance with sanctions restrictions that apply in the countries where the Company conducts its business.

For Employees, these principles and rules mean:

- compliance with the current customs legislation and export control requirements, as well as all internal regulations of the Company, policies and procedures in this area;
- the obligation to check the Counterparties and partners for the absence of sanction restrictions in relation to them.

10.5 Employees are representatives of the Company, therefore, the reputation of the Company depends on their professionalism and ethical actions in interactions with counterparties, partners and third parties.

For Employees, these principles and rules mean:

- in the performance of official duties, depending on the working conditions and the format of the event, have an appearance that promotes respectful attitude and corresponds to the generally accepted business style, which is distinguished by formality, restraint and accuracy;
- Comply with the requirements and restrictions of the Company in relation to external communications on behalf of the Company, set out in clause 9.2. of this Code.

11 INTERACTION WITH GOVERNMENT BODIES, ENTERPRISES AND INSTITUTIONS AND GOVERNMENT OFFICERS

11.1 The Company seeks to build the most transparent relations with State bodies, enterprises or institutions and State officials, acts honestly and correctly, observing the norms of the current legislation, including those regulating public procurement and prohibiting undue influence on State officials.

For Employees, these principles and rules mean:

- strict adherence to the provisions of internal regulations and applicable law in the process of interaction with Government officials, Government agencies, enterprises or institutions;
- prohibition to offer and transfer to Government officials, including those exercising control and supervisory functions in relation to the Company, any gifts, material values or other benefits on behalf of, on behalf of or in the interests of the Company.

12 FAIR COMPETITION

12.1 The Company adheres to the principle of free and fair competition, observing the antimonopoly legislation adopted in the Republic of Uzbekistan and other states in which it operates, which prohibits agreements with competitors, actions restricting competition, the use of a dominant or monopoly position, etc.

For Employees, these principles and rules mean:

- compliance with the rules of fair competition and antimonopoly legislation in the performance of their official duties and powers;

- interaction with competitors within the framework of the requirements established by law, including in terms of disclosing to competitors such Confidential information of the Company such as prices, sales volume, tenders, profit, margin, cost, distribution channels or other factors that determine or affect the competitive behavior of the Company in order to achieve similar behavior from a competitor;

- prohibiting the conclusion of agreements with competitors to restrict competition or business relationships with suppliers, to submit bogus tenders, or to allocate customers, markets, territories or product categories;

- prohibition on any actions affecting the pricing of goods when they are resold by the buyers of the Company, as well as attempts in this way to influence the restriction of the import or export of goods supplied by the Company;

- a ban on obtaining Confidential Information about competitors through industrial espionage, bribery, theft, etc .;

- a ban on the dissemination of knowingly false information about a competitor, its products or services;

- if you have any doubts about the admissibility of your actions, seek clarification from your immediate supervisor or the Legal Bureau.

13 CORPORATE SOCIAL RESPONSIBILITY

13.1 The Company considers social projects as the most important factor in the stable development of the regions in which it operates.

13.2 The company, when meeting the indicators of the business plan, allocates 10% (ten percent) of net profit for the provision of charitable and sponsorship assistance in the field of education and science, art and culture, as well as for social and humanitarian projects, projects related to the preservation and protection of the environment ...

The main goal of the charitable, sponsorship and social activities of the Company is to ensure sustainable development and well-being of citizens in need of social protection and the regions where the Company and its Subsidiaries are present. By implementing charitable, sponsorship and social projects, the Society strives, first of all, to help people.

The charitable, sponsorship and social activities of the Company are also aimed at increasing its business reputation and investment attractiveness.

13.3 The Company adheres to the following basic principles for the provision of charitable, sponsorship and social assistance:

- targeting and targeted use: charitable, sponsorship and social activities of the Company are aimed at solving specific tasks determined by the charitable strategy of the Company;

- control over expenditure: the Company controls the expenditure of funds provided as charitable, sponsorship and social assistance, including the targeted use of allocated funds, and also conducts timely and due verification of reporting materials;

- transparency and disclosure of information: key information about the charitable, sponsorship and social assistance provided by the Company is disclosed in open sources, including on the official website of the Company.

14 REPORTING ABUSE

14.1 Employees, Counterparties of the Company and other persons, when they receive information about actual or possible violations of this Code, doubts about the legality, legality or ethics of the actions of Employees of the Company, must report them through one of the following information channels:

- by phone + 99781407448;

- by e-mail: anticorruption@uks.uz;

- through the form posted on the official website of the Company;

- to the immediate supervisor (applicable only for the Employees of the Company);
- to the Chairman of the Ethics Commission of the Company by e-mail ethics@uks.uz.

14.2 The Company ensures registration, objective and timely consideration of all received messages in the manner prescribed by the internal regulatory documents of the Company and the requirements of the legislation of the Republic of Uzbekistan.

14.3 The Company, including the Employees responsible for accepting, processing and considering reports of violations, within the framework of their powers and available capabilities, ensure the confidentiality of the person who provided reliable information about the violation (except for cases stipulated by the legislation of the Republic of Uzbekistan).

14.4 The Company protects the interests of the Employees and guarantees that it will not allow acts of harassment, including dismissal, demotion, discrimination, harassment, against Employees who in good faith reported suspicious behavior or possible violation of this Code by another Employee of the Company.

14.4.1 Deliberately reporting false information, perjury or slander is considered a violation of this Code and an example of unethical behavior, and the Employee who provided such a message may be held liable in accordance with the legislation of the Republic of Uzbekistan and the internal regulations of the Company.

15 CONSULTING EMPLOYEES

15.1 If the Employees have any questions related to the application of this Code, they can seek advice from their immediate supervisor and / or the Ethics Commission.

15.2 The Ethics Commission provides advice by e-mail when sending a question to ethics@uks.uz.

16 FINAL PROVISIONS

16.1 This Code is an internal normative document of permanent effect and comes into force from the moment it is approved by the order of the Chairman of the Management Board of the Company and is valid until it is canceled or a new version is approved.

16.2 This Code is subject to revision and adjustment in the following cases:

- when changing the legislation of the Republic of Uzbekistan and / or leading international practices in the field of ethics and business conduct, which entail the need to revise the existing procedures;
- when changing the strategy and goals of the Company;
- in identifying ineffective measures and procedures, and, if necessary, improving them;
- when changing the organizational structure of the Company or the specifics of its activities, etc.

16.3 All changes and additions to this Code are introduced by the order of the Chairman of the Management Board of the Company.