**“APPROVED”**

**by the Decision No. \_\_\_\_\_**

**of the General Meeting of Shareholders**

**of “Uzbek Geological Exploration” JSC**

**dated \_\_\_\_\_\_\_\_\_ “\_\_\_\_”, 2021**

**CODE OF ETHICS**

**OF “UZBEK GEOLOGICAL EXPLORATION” JOINT STOCK COMPANY**

**I. General provisions**

1.1. The Code of Ethics of “Uzbek Geological Exploration” Joint Stock Company (hereinafter referred to as the “Code of Ethics”) defines the standard rules of professional culture, ethics, appearance and clothing during work and beyond working hours of employees of “Uzbek Geological Exploration” Joint Stock Company (hereinafter referred to as the “Employees of the Joint Stock Company”).

The ethics rules are aimed at creating a high professional culture in the public service, increasing respect and trust in the public service in the public consciousness, and preventing actions by employees of a Joint-Stock Company that contradict the rules of ethics.

1.2. The following key definitions apply to this Policy:

**Code** – this Code of Ethics.

**Counterparty** – any individual, with the exception of employees, or a legal entity (including its branch and/or representative office) entering into contractual relations with a Joint-Stock Company.

**Confidential information** – 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 regulations of the information owner, including:

- state secret - especially important, top secret, military, political, economic, scientific, technical and other types of information of the Republic of Uzbekistan, protected by the state and limited to special lists;

- trade secret - information that has commercial value in scientific, technical, technological, production, financial, economic and other fields, the owner of the information takes measures to protect its confidentiality due to the fact that it is unknown to third parties who are not allowed to see it;

- official secret - information in the fields of science, technology, geology, production and management, the disclosure of which entails harm to the interests of the Joint-Stock Company.

**Conflict of interest** – a situation in which the personal interest of an employee (directly or indirectly) affects or may affect the proper performance of his official duties, in which a conflict arises between the personal interest of the employee and the legitimate interests and rights of the Joint Stock Company.

**Personal interest** – an interest associated with the possibility of receiving money, property, including ownership of property, property services, results of work performed or any other benefits (advantages) by the employee himself and (or) his close relatives.

Corrupt actions:

- unlawful influence on an official (bribe, extortion), on a representative of a commercial organization (commercial bribe) or on another person for his action (inaction) or inducing him to fail to fulfill his duties at the proper level and (or) for a Joint Stock Company, including an offer, promise, permission of benefit in order to achieve a non-commercial advantage;

- paying a fee to reduce formalities;

- illegal use of one’s official powers, abuse of one’s official position, powers, as well as illegal use of one’s official position against the legitimate interests of the Joint Stock Company, including receiving or consenting to receive illegal benefits from other persons in order to obtain illegal benefits for oneself or third parties, charging or extorting;

- mediation in bribery or redirecting money to one’s side using a bribe, including for delivering illegal benefits to the recipient or providing assistance to the provider, reaching and implementing an agreement with him on receiving and providing illegal benefits;

- corruption or the action/inaction that led to its commission, including a conflict of interest.

**State bodies, enterprises and institutions** – public authorities (ministries, state committees, services, agencies, centers, inspections, state-owned companies, concerns), self-government bodies of citizens and their organizational structures, as well as legal entities directly or indirectly controlled by the state.

**Code of Ethics for Civil Servants** – a set of standards of conduct that must be observed by civil servants.

**Employees** – based on the purposes of this Code, this term refers to employees of a Joint-Stock Company who perform their duties on the basis of employment contracts.

**Close relatives** – persons related to the employee, that is, parents, biological and half-siblings, spouses, children, including adopted children, grandparents, grandchildren, as well as parents, biological and half-brothers and sisters of the spouse.

1.3. Terms used in this Code, but not explained, are used in the same sense as they are used in other internal regulatory documents of the Joint-Stock Company and in the legislation of the Republic of Uzbekistan.

**2. Principles of the Code of Ethics**

2.1. Employees of a Joint Stock Company must carry out their professional activities based on the following principles:

legality;

loyalty to the country and devotion to duty, full fulfillment of assigned functional duties, strict adherence to executive discipline;

priority of rights, freedoms and legitimate interests of citizens;

loyalty to the interests of the state and company;

fairness, honesty and impartiality;

anti-corruption and intolerant attitude towards corrupt practices;

strict adherence to official confidentiality;

do not abuse official powers;

avoiding conflicts of interest.

2.2. When exercising their powers, employees of a Joint Stock Company are obliged to comply with the Constitution and Laws of the Republic of Uzbekistan, the Law of the Republic of Uzbekistan “On State Civil Service”, Decisions of the Chambers of the Oliy Majlis of the Republic of Uzbekistan, Decrees, Resolutions and Orders of the President of the Republic of Uzbekistan, Decisions and Resolutions of the Cabinet of Ministers, this Code of Ethics, as well as other internal regulatory documents of the Joint Stock Company in the field of anti-corruption.

**3. Purposes of the Code of Ethics**

3.1. This Code has been developed for the following purposes:

- Creation of a normative document systematizing the rules of ethics for employees of a Joint-Stock Company in the process of performing their duties;

- Introduction of appropriate professional and ethical requirements for employees of the Joint-Stock Company;

- Development of a collective culture in a Joint-Stock Company and creation of an environment of mutual respect and trust;

- Familiarization of individuals and legal entities with the rules of conduct of a Joint-Stock Company and regulate their compliance with the rules of conduct within the framework of cooperation;

 - Formation and strengthening of the official authority of the Joint-Stock Company and its employees as honest partners.

3.2. This Code was adopted in order to apply high requirements to employees of a Joint-Stock Company for honest, transparent and conscientious performance of their service.

3.3. The Code is aimed at preventing violations, eliminating the causes and conditions for their commission, increasing the high legal consciousness of employees, respecting the rights and freedoms of citizens, and creating high professional and ethical requirements.

**4. Employees of a Joint Stock Company are required to comply with the following general rules of conduct during their work activities.**

4.1. Employees, regardless of their position, must comply with the following rules:

- abstaining from actions that could damage the reputation of the public service, constant adherence to moral standards;

- perform the duties of the position conscientiously and with the necessary level of professionalism, regularly improve their qualifications;

- effective exchange of knowledge with colleagues and high-level communication in the field of work, helping colleagues in performing complex tasks;

- act within the powers established by the Job Description, the legislation of the Republic of Uzbekistan and the internal regulatory documents of the Joint-Stock Company;

- instill in citizens trust and respect for the state through politeness, attentiveness and vigilance;

- make responsibility, loyalty to your profession and honesty a daily motto;

- timely and high-quality execution of decisions (instructions) adopted (given) within the powers of higher authorities and officials;

- compliance with restrictions and prohibitions, including the prevention of corrupt practices established by regulatory and internal regulations;

- they must comply with the general rules of ethics and the Code of Ethics beyond of work hours. Including ensuring a healthy environment in the family, caring for family members, developing patriotism and other high moral qualities in children;

- regardless of social origin, economic status and other factors, treat citizens equally, sincerely, politely;

- follow generally accepted rules of morality in company.

4.2. The management of the Joint-Stock Company and heads of structural divisions are obliged to:

- be an example in following this Code;

- be an example of high professional potential, integrity and fairness;

- implement the necessary measures to form a collective culture in the Joint-Stock Company, characterized by high professional potential, integrity and fairness;

- ensuring that employees are familiar with and understand the Code;

- be attentive to employees, their questions, suggestions and complaints, answer questions from employees regarding this Code and in the performance of their duties.

**5. General rules of ethics regarding professional culture**

5.1. Employees of a Joint Stock Company are obliged to:

not to allow measures of influence and actions (inaction) leading to discrimination on the basis of gender, race, nationality, citizenship, language, religion, social origin, religion, personal and social status of citizens;

be honest, fair and modest, show a polite, restrained and sincere attitude in dealing with citizens;

ensure legality, fairness and transparency when making decisions affecting the rights and legitimate interests of individuals and legal entities;

prevent actions (inactions) that harm the interests of the state and company, reducing the effectiveness of the activities of government bodies and organizations;

take measures not to be criticized by the public for one's behavior and morality, not to be persecuted for criticism, to use reasonable and constructive criticism to eliminate shortcomings and defects in one's work;

not to influence government bodies and organizations, employees of a Joint-Stock Company and other persons on personal issues using one’s official position;

not receive any remuneration, benefits or gifts in exchange for the performance or non-execution of their official powers in the interests of individuals and legal entities;

ensure proper safety of state property, use state property entrusted to him only for official purposes;

strict adherence to official discipline, rational and efficient use of working time;

taking measures to continuously improve the quality of activities in accordance with the needs of the population as a consumer of services;

prevent violations and other actions for which the law provides for disciplinary, administrative and criminal liability;

maintaining professional ethics and work ethics;

do not allow the use of official position and opportunities in the interests of political parties, public associations and other non-governmental organizations.

5.2. Employees of a Joint Stock Company are not allowed to require their subordinates to engage in political activities on behalf of the party, or to encourage or force them to participate in the activities of political parties, public associations and other non-governmental organizations while performing their duties.

**6. Rules of ethics for professional activities in a Joint-Stock Company**

6.1. Employees of a Joint Stock Company are obliged to:

ensure absolute compliance with the Constitution, laws and other legal documents of the Republic of Uzbekistan;

respect the honor of the country, be loyal to state policy;

ensure strict protection of state interests in the field of foreign policy;

carry out official duties conscientiously, honestly and at a high professional level, avoid formalism, fraud and abuse;

ensure continuous improvement of the knowledge and skills necessary to effectively fulfill obligations;

ensure timely and high-quality execution of decisions made by higher state bodies and organizations and officials within the limits of their powers, as well as the tasks assigned to them;

not to approach the regulatory legal and other documents being developed from the point of view of the interests of any person, group or body and not to allow the expression of their interests;

combat any violations of the law, especially cases of corruption;

not to incur any expenses related to work activities at the expense of other persons during business trips or control activities;

immediately report to your manager about requests from employees of the Joint-Stock Company or other persons inciting the commission of a crime or other offense, as well as about violations committed or planned by colleagues;

not to enter into communication with foreign citizens directly or through other persons in violation of separately established rules;

not to discriminate against citizens and other persons, to avoid their influence, to take into account the rights, responsibilities and legitimate interests of citizens when performing their official duties;

refrain from actions that may interfere with the conscientious performance of their official duties;

take all measures to ensure the non-disclosure of state secrets protected by law and other information related to the service, and not use them in violation of the law;

compliance with the rules of information dissemination, compliance with the established procedure for ensuring information security when using the global information network “Internet” and means of information transmission;

ensure secure storage of official information on office computers and electronic media attached to it and take measures to prevent its distribution to other persons;

do not discuss the activities of government bodies, organizations and officials on social networks, do not use unethical expressions, do not post materials that may cause people to feel mistrust regarding the reforms being implemented in the country;

do not disseminate information, slander, incitement and fabrications that discredit the honor and dignity of citizens and colleagues;

strict adherence to labor and performance discipline, internal regulations, as well as the culture of talking on the phone and clothing;

treat the property and financial resources entrusted to him carefully and economically;

taking measures to maintain a healthy moral environment in company;

legal, reasonable and fair resolution of appeals from individuals and legal entities in the manner and within the time limits established by law;

creating a working environment in the workforce and promoting its strengthening;

You should refrain from discussing personal and professional qualities that discredit the honor and dignity of your work colleagues.

6.2. Managers should:

be an example of professionalism, honesty, impartiality and fairness for subordinate employees of the Joint Stock Company and its structural divisions;

ensure the formation of a healthy moral environment and working mood in the team;

not to encourage employees of the Joint-Stock Company to commit illegal actions and not to require them to commit such actions;

not to permit the selection, appointment or recommendation of personnel on the basis of parochialism, nepotism, cronyism or personal loyalty;

avoidance of groupism and favoritism (bringing together and supporting certain employees) in the team, as well as avoidance of other negative factors in the performance of official duties;

making legal, informed and fair decisions when assessing the performance of employees of a Joint-Stock Company;

taking measures to prevent corruption and other abuses on the part of employees of the Joint-Stock Company;

take measures of legal and social security for employees of the Joint-Stock Company and its structural divisions;

impartial, fair and legal approach to issues of concluding contracts, holding competitions or giving consent within the limits of authority.

6.2.1. Employees of a Joint-Stock Company and its structural divisions subordinate to managers should not be treated rudely, insult them, insult their personality, reprimand them, accuse them without reason, or humiliate them.

**7. Rules of ethics for employees of a Joint-Stock Company beyond working hours.**

Employees of a Joint Stock Company are obliged to comply with generally accepted ethical standards and refrain from behavior and actions that contradict them in their free time.

Employees of a Joint Stock Company are obliged to:

respect national customs, values and traditions;

avoid pompousness, ambition, groupism, promiscuity, drunkenness and other negative vices;

do not discuss issues related to the activities of the civil service, except for officially published information;

observe the rules of behavior in public places (cafes, restaurants and other entertainment venues), avoid excessive and negative actions that attract the attention of others;

not to commit actions against public order and safety, not to attract or incite others to such illegal actions;

not receiving valuable gifts from managers and employees of institutions and organizations related to the performance of official duties, other officials;

strictly observe the procedure for storing and using official IDs, do not use them in cases not related to the provision of services, including not abusing your position by presenting your official ID to authorized persons;

do not use company cars for personal or other purposes beyond of official activities;

do not discuss work-related information in the presence of other persons not related to work;

compliance with the rules for the use of personal transport, strict adherence to traffic rules;

not to receive material or intangible benefits, shares, interests and shares directly or through representatives of systemic enterprises or organizations that have relations and interests with it;

not to create economic entities, not to be their founder (participant), not to engage in other paid activities (except for teaching, scientific and creative activities) in an economic entity, except for cases provided for by the legislation of the Republic of Uzbekistan and the Decrees of the President of the Republic of Uzbekistan;

refraining from behavior that discredits government bodies and organizations in which he worked, as well as the public service;

keep your appearance within established standards, dress modestly, and do not dress in a way that attracts too much attention from others.

**8. Rules of ethics when communicating with representatives of the Public and the Media**

8.1. The Joint Stock Company has the right to publish information about its activities in open sources (including in the media, the official pages of the Joint Stock Company on the Internet and social networks), as well as comment on information and situations affecting its activities.

8.2. On behalf of the Joint-Stock Company, such information, comments and statements can be provided by the management of the Joint-Stock Company, the public relations and media department, as well as other employees of the Joint-Stock Company, on the basis of an agreed internal procedure.

Responses to requests and statements are coordinated by the public relations and media department of the Joint-Stock Company.

8.3. A public statement cannot be made in the following cases:

if the text and content of the public statement are not related to state policy or the activities of state bodies and organizations;

if the information presented in a public message relates to state secrets;

if the public statement is aimed at lowering the authority of other government bodies and organizations or humiliating their officials;

cannot distribute or discuss information that is not related to the activities of the Joint-Stock Company, cannot make any comments on behalf of the Joint-Stock Company.

8.4. In order to ensure public control over the civil service, in the event of accusations or criticism of the activities of the Joint Stock Company and its structural divisions from the public, the public relations and media department of the Joint Stock Company or its responsible employees must make a public comment or refutation of the accusations brought against it or criticism.

8.5. If a public statement contains expressions that insult the honor and dignity of citizens, an employee of a Joint-Stock Company is obliged to admit the error or inaccuracy of his opinion and apologize to the citizen whose honor, dignity and professional reputation are affected, unless otherwise provided by law.

**9. Rules of ethics related to relations with property and information of a Joint-Stock Company**

9.1. In the process of work, employees have the opportunity to become familiar with the information of the Joint Stock Company, contractors and partners, including trade secrets and confidential information, within the limits of their position and assigned official powers.

Disclosure of trade secrets and confidential information may harm the financial and economic activities and (or) reputation of the Joint Stock Company, partners, or their targeted use by competitors or other persons to the detriment of the Joint Stock Company.

The Joint Stock Company takes seriously protection from illegal disclosure of confidential information about itself, its partners and other third parties, therefore some of such information is provided only to those employees who need it in the course of their work.

The above principles and rules for employees mean:

- compliance with the rules for working with information established on the basis of the legislation of the Republic of Uzbekistan and internal regulations of the Joint Stock Company on various types of information, including “state secrets”, “commercial secrets” and other official secrets;

- use of confidential information in accordance with the legislation of the Republic of Uzbekistan and the requirements of the Joint Stock Company in the process of fulfilling their official duties and powers within the limits of their official duties;

- do not discuss confidential information with other employees of the Joint Stock Company, except when it is necessary to perform direct official duties;

- do not discuss confidential information in public places;

- if there is no need, not to record, archive or copy in any way information about the activities of the Joint Stock Company, which can be used directly in connection with the performance of official obligations;

- confidential information of the Joint-Stock Company or its counterparties, partners and other persons cannot be transferred to third parties (including a circle of several persons), with the exception of permission for the Joint-Stock Company to communicate confidential information in accordance with the requirements of current legislation;

- do not use non-public information, that is, not published in open sources, information received in the performance of official duties in the Joint Stock Company, including information on the purchase and/or sale of securities of the Joint Stock Company or others - for personal gain;

- compliance with the “Clean Table” rule, in particular:

- when leaving the workplace, lock the computer and store portable devices (laptop, tablet, smartphone) and storage media (external HD drives, flash drives, DVDs/CDs, etc.) in a safe place;

- do not leave material storage media in an open place, comply with the rules for storing confidential information, trade secrets and documents established in the Joint-Stock Company;

- comply with the information security rules established in the Joint-Stock Company, ensure the safety of personal passwords (including from a work computer, laptop, internal system, corporate website and corporate bank cards), do not disclose them to other persons, do not write them down, do not use the automatic saving function passwords;

- exercise caution when working with electronic information and resources, in particular when receiving links, files and applications from unfamiliar addresses;

- use only copyrighted software in the Joint-Stock Company, do not install other software on computers and portable devices (laptops, tablets, smartphones) of the Joint-Stock Company, do not deny the information security requirements of the Joint-Stock Company;

- non-disclosure of confidential information or trade secrets even after leaving the Joint-Stock Company for a period determined by agreement between the Joint-Stock Company and the employee;

- take appropriate measures to protect confidential information or trade secrets when fulfilling official obligations and control the prevention of any targeted, accidental or unauthorized access to it;

- if you have any doubts about the protection or use of data, directly seek clarification from your manager and/or the head of the internal control department.

9.2. Employees of a Joint Stock Company must respect the rights of contractors, partners and other third parties, prevent disclosure and must protect information about their activities and personal lives.

As part of the protection of personal data of its employees, contractors, partners and other third parties, the Joint Stock Company collects and processes only relevant data necessary for conducting financial and economic activities and fulfilling its obligations, and also complies with legal requirements for their protection.

The above principles and rules for employees mean:

- compliance with the rules and procedures established in the process related to the processing and protection of personal data of other employees, as well as contractors, partners and third parties;

- control of taking appropriate measures to protect personal data and prevent any targeted, accidental and unauthorized use when fulfilling service obligations;

- a Joint Stock Company protects private intellectual property rights, recognizing intellectual property rights as a valuable resource, and respects the intellectual property rights of others;

- every person in a Joint-Stock Company is responsible for preventing unauthorized use of intellectual property rights.

Including:

- comply with the legislation of the Republic of Uzbekistan on the use of intellectual property rights;

- in the absence of legal grounds, not to use the intellectual property rights of the Joint Stock Company and third parties, in particular, logos, trademarks and/or symbols;

- ensuring proper protection of intellectual property rights when introducing or creating new goods and services;

- not to disclose new ideas and/or projects beyond the Joint Stock Company until the legal protection of intellectual property rights;

- if you have any doubts regarding the use or protection of intellectual property rights, seek clarification directly from your manager or the internal anti-corruption control department of the Joint Stock Company.

9.3. Property acquired and used by a Joint-Stock Company on the basis of ownership or other rights is intended only for the implementation of the goals and objectives of the Joint-Stock Company, its long-term development and prosperity. In this regard, the Joint Stock Company strives to provide the necessary protection of its property from theft, vandalism, breakdown, loss, illegal use and abuse by employees and/or other persons.

The above principles and rules for employees mean:

- responsible and careful attitude towards the property of the Joint-Stock Company, using it strictly within the limits of fulfilling their official duties and powers;

- not to make unfounded decisions that entail damage to the property of the Joint Stock Company, its illegal use or the possibility of loss and/or damage to the reputation of the Joint Stock Company;

- do not use the equipment installed in the offices and production premises of the Joint-Stock Company (including computers, copying machines, etc.) for personal purposes without prior notice to the immediate manager;

- in case of loss or theft of the equipment of the Joint Stock Company (including passwords, details of account numbers or other data), immediately notify the department for the development of information and communication technologies and information security;

- if the property of the Joint-Stock Company has fallen into disrepair, has been used up, or other abuses are known, immediately report these cases to the management or internal anti-corruption control department or the manager.

**10. Interaction with contractors, partners and third parties**

10.1. The Joint Stock Company establishes and maintains official relations with counterparties, partners and other third parties on the basis of generally accepted rules of business, in particular, the principles of legality, honesty, transparency, mutual respect, fulfills contractual obligations and other agreements, and requires this from its counterparties.

10.2. The Joint Stock Company strictly adheres to the principle of intolerance to corrupt practices of any form or manifestation in relations with contractors, partners and other third parties.

Contractors and partners of the Joint Stock Company respect the values of the Joint Stock Company and comply with current legislation, the basic principles and rules of the Code of Ethics, correctly understand the need to ensure human rights, protect the environment and bear responsibility to company.

10.3. The Joint Stock Company cooperates with business entities transparently, honestly and fairly in accordance with the requirements and criteria of the Law of the Republic of Uzbekistan “On Public Procurement” and internal regulations of the Joint Stock Company.

Also, the Joint-Stock Company has adopted procedures for checking the reliability, reputation and compliance of the Joint-Stock Company with the principles and standards of partners and partners in the fight against corruption.

A Joint Stock Company has the right to terminate cooperation with a counterparty, partner and other third parties involved in corrupt or other illegal activities or discrimination against their employees.

The above principles and rules for employees mean:

- maintaining objectivity and impartiality in interaction with the counterparty, partner and other third parties, as well as relying on the principles of integrity, honesty, fairness and mutual respect, following the ethical standards and requirements of the legislation of the Republic of Uzbekistan;

- in the process of selecting and checking counterparties, partners, investors, financiers, conscientiously comply with the requirements of internal regulatory documents of the Joint Stock Company;

- conscientious implementation, in accordance with the requirements of the internal regulatory document on the conduct of contractual activities of the Joint-Stock Company and the inclusion of provisions aimed at protecting the interests of the Joint-Stock Company (anti-corruption notices, etc.);

- in accordance with the terms of the agreement and in cases established by law, ensure receipt from a third party of documents confirming expenses made on behalf of the Joint Stock Company and in its interests;

- informing third parties about the Code of Ethics of the Joint-Stock Company, rules in the field of business and anti-corruption.

**11. Interaction with government bodies, enterprises, institutions and government officials**

11.1. The Joint Stock Company strives to establish high transparency in relations with government bodies, enterprises or institutions and government officials, adheres to applicable legal norms, including those governing public procurement, prohibits illegal influence on government officials, and chooses an honest and correct path.

The above principles and rules for employees mean:

- strict compliance with the provisions of current legislation and internal regulations when interacting with government bodies, enterprises or institutions and government officials;

- a ban on officials, as well as persons performing inspection and control functions in a Joint-Stock Company, offering and giving any gifts, material assets or other types of benefits on behalf of the Joint-Stock Company, on behalf of or for the sake of their interests.

12. Rules of ethics regarding the appearance and clothing of employees of a Joint-Stock Company during their official activities.

12.1. The appearance and style of clothing of employees of a Joint-Stock Company during their official activities should serve to increase citizens' respect for the activities of government bodies and organizations, including the prestige of public service.

12.2. The appearance of employees of a Joint Stock Company, depending on the working conditions and type of service when performing their official duties, should encourage citizens to treat the state organization with respect, should comply with generally accepted standards and should demonstrate formality, impartiality, modesty and discipline.

12.3. The purpose of introducing a strict dress code in a Joint-Stock Company is to foster a sense of mutual equality and subordination to established procedures, create conditions for protecting their health, and create an environment of healthy competition between employees.

The dress code in a Joint Stock Company is as follows:

- clothes should not be too tight or too wide, bright or ornate;

- while working, employees must wear classic or special clothing;

- the length of women's clothing should be 5-15 cm below the knee, the top of the shirt should not be less than 10 cm;

- for men, the length of trousers should be below the ankle;

- clothes must be clean and ironed.

Also, employees are not recommended to:

Taking into account the fact that representatives of different nationalities work in the Joint-Stock Company, the use of elements in clothing that reflect belonging to different religions and confessions and different subcultures (kippah, kashaya, etc.);

- men come with tattoos or piercings on an exposed part of the body, with a beard, have hair more than 5 centimeters long and dyed in bright colors;

- drinking alcohol while working, abusing official duties,

- women should come with tattoos or piercings on an exposed part of the body, with visible makeup on the face, with more than one earring in the ears.

Fulfillment of these requirements is excluded during non-working hours and during various events held at the Joint Stock Company.

12.4. Additional requirements for the appearance and style of clothing of employees of a Joint-Stock Company in the workplace may be established by internal labor regulations, compliance with which may be monitored by the Ethics Commission.

**13. Conflict of interest**

13.1. Employees of a Joint Stock Company must not allow personal interests that lead or may lead to a conflict of interest when performing official duties.

13.2. The Joint-Stock Company has approved a Conflict of Interest Management Policy, consisting of examples of situations of conflict of interest and the practice of disclosing and regulating such situations.

In order to prevent conflicts of interest, employees of a Joint Stock Company are required to comply with the following:

- familiarization with and compliance with the conflict of interest management policy;

- compliance with the current legislation of the Republic of Uzbekistan;

- taking into account the legitimate interests of the Joint Stock Company in the event of a conflict of interest;

- refrain from actions related to the influence of a conflict of interest that interfere with the conscientious performance of their official duties, do not give priority to any person, group or organization, and be free from their influence;

- do not use your official position to illegally influence the activities of persons in a Joint-Stock Company, system enterprises and other organizations;

- notify directly the Chairman of the Management Board of the Company, the head of a structural unit or internal anti-corruption control department about the situation in which a conflict of interest has arisen;

- directly notify the Chairman of the Board of the Company, the head of a structural unit or internal anti-corruption control department about employment in any other enterprises or organizations, membership in management bodies;

- directly inform the Chairman of the Board of the Company, the head of a structural unit or the anti-corruption internal control department about his subordinates and close relatives at the enterprises of the system;

- contact the Chairman of the Ethics Commission of the Joint-Stock Company if you have doubts about your own actions.

13.3. A manager who has received information about the existence of a conflict of interest is obliged to take timely measures to prevent or eliminate this conflict.

**14. Protecting the interests of employees of the Joint-Stock Company**

14.1. The protection of employees of a Joint-Stock Company from threats, insults, slander and other unlawful actions related to the performance of their duties is carried out by the management of the Joint-Stock Company.

14.2. Measures will be taken to protect employees from threats and dangers that may arise in connection with reports of violations committed or planned by colleagues, requests to interfere with the performance of assigned tasks, or to commit a crime or other offense.

**15. Monitoring compliance with the Rules of Ethics in a Joint Stock Company**

15.1. Violation of the provisions of this Code by employees of the Joint-Stock Company will be considered by the Ethics Commission, specially created for the purpose of monitoring the discipline of employees, considering relevant violations and conflict situations, based on the requirements of the current legislation, this Code and the norms of the Code of Ethics; employees also receive advice on resolving complex ethical situations.

The Ethics Commission considers issues submitted to the Ethics Commission fairly and objectively, its activities and decisions are independent of the management of the Joint Stock Company.

15.2. Employees of the Joint-Stock Company appointed to positions in government bodies and organizations are familiarized by the HR department with these Rules of Conduct by signing them against receipt.

15.3. Internal inspection of cases of violation of these Rules of Ethics is carried out by ethics commissions in accordance with the instructions of the heads of government bodies and organizations.

**16. Responsibility for non-compliance with the Code of Ethics in a Joint-Stock Company**

16.1. Employees of a Joint Stock Company, regardless of their position or other factors, bear personal responsibility for failure to comply with all principles and requirements of this Code.

The management of the Joint-Stock Company and the heads of its structural divisions are also responsible for non-compliance with the principles and requirements of this Code.

16.2. Failure to comply with the Code of Ethics by employees of a Joint Stock Company is grounds for applying moral and disciplinary measures to them.

16.3. Compliance with the Code of Ethics by employees of a Joint Stock Company is one of the main criteria for assessing their activities and morality.

16.4. Compliance with the Code of Ethics by employees of the Joint-Stock Company will be taken into account when appointing them to higher positions in the future and forming a reserve of management personnel.

16.5. For non-compliance with the provisions of this Code, the Ethics Commission applies the following sanctions to employees of the Joint Stock Company:

warning;

disciplinary measures;

reprimands at collegial meetings.

16.6. The Ethics Commission may submit a report to the Chairman of the Joint-Stock Company on the application of disciplinary measures to an employee of the Joint-Stock Company.

In case of violations of the rules of conduct by the management of the Joint-Stock Company, the Ethics Commission will send proposals to the Cabinet of Ministers on the issue of taking appropriate measures against them.

Violation of the Code of Ethics by a civil servant is grounds for bringing him to disciplinary and other liability in accordance with the law.

**17. Reporting violations**

17.1. All Company employees are required to report in good faith any actual or potential violations of the Code. Violations of the Code must be reported in accordance with the Reporting Policy.

17.2. Employees of a Joint-Stock Company, individuals and legal entities can report through one of the following information channels if they have information about doubts about the legality or morality of the actions of employees of a Joint-Stock Company:

- directly to the Chairman of the Management Board of the Company;

- via hotline -55-503-14-03;

- by email info@uzgeo.uz or q.majidov@uzgeo.uz;

- by mail – 100070, Tashkent, Yakkasaray district, Bobur st., 15;

- directly to the internal anti-corruption control department (tel.: 95-505-99-00);

- Chairman of the Ethics Commission of the Joint Stock Company.

17.3. The Joint Stock Company ensures impartial and timely consideration of all messages and requests received in the prescribed manner, in accordance with the requirements of the legislation of the Republic of Uzbekistan and internal regulatory documents of the Joint Stock Company.

17.4. The Joint Stock Company, in particular, employees responsible for receiving, processing and considering reports of violations, ensure the confidentiality of information about the person who compiled the reliable report (except for cases provided for by the legislation of the Republic of Uzbekistan).

17.5. The Joint Stock Company guarantees the inadmissibility of harassment, dismissal, demotion, discrimination and protects the interests of employees who in good faith reported a possible violation of the provisions of this Code by another employee of the Joint Stock Company or about his dubious moral qualities.

17.6. Knowingly providing false information, giving false testimony or slander are considered a violation of the provisions of this Code and immorality, and the employee who provided such information may be held accountable in accordance with the legislation of the Republic of Uzbekistan and the internal regulations of the Joint Stock Company.

**18. Consulting employees**

18.1. If employees have questions regarding this Code, they may contact their supervisor and/or the Ethics Committee directly.

18.2. Questions directed to the Ethics Commission can be answered by email.

**19. Combating money laundering and terrorist financing**

19.1. The company takes all possible measures to establish business relationships with reliable clients and counterparties who carry out only legal activities and receive income only from legal sources.

**20. Scope of application of this Code**

20.1. The norms of the code of ethics apply to members of the Executive body and all employees of the company, as well as to members of the Supervisory Board. Employees of the company are not allowed to engage in any activity that violates the moral standards of the company.

20.2. This Code is a permanent internal regulatory document that comes into force from the moment of its approval by the Supervisory Board of the Joint-Stock Company and is valid until its cancellation or approval of a new edition.

20.3. This Code will be reviewed and changes will be made in the following cases:

when the legislation of the Republic of Uzbekistan changes;

when the strategy and goals of the Joint-Stock Company change;

when ineffective measures and practices are identified and there is a need to improve them;

when changing the organizational structure or specific aspects of the activities of a Joint Stock Company, etc.