

To the order of the Director of the National Agency for Ensuring Education Quality under the Administration of the President of the Republic of Uzbekistan, No. IB-15, dated March 10, 2026

APPENDIX 3

REGULATION on Managing Conflicts of Interest in the National Agency for Ensuring Education Quality

Chapter 1. General Provisions

1. This Regulation defines the identification, prevention, and settlement of conflicts of interest within the National Agency for Ensuring Education Quality (hereinafter referred to as the Agency).

2. The provisions of this Regulation shall apply to all employees of the Agency, regardless of their position and official duties, and must be unconditionally observed by them.

3. Issues related to conflicts of interest among Agency employees shall be coordinated by the Agency's Chief Inspector for Compliance Control and the Human Resources Development and Management Group.

Chapter 2. Principles of Conflict of Interest Management

4. In matters of conflict of interest management, Agency employees must adhere to the following fundamental principles:

the priority of the rights, freedoms, and lawful interests of citizens; placing state interests above personal interests;
making decisions based on openness, integrity, and impartiality; the obligation to disclose information about a potential or actual conflict of interest; the priority of preventive measures to avoid conflicts of interest; adherence to collectivism in the consideration of conflict of interest cases and in the resolution of conflicts of interest; an impartial approach to the consideration, assessment, and resolution of situations characterized by signs of a conflict of interest; ensuring the confidentiality of information regarding the existence of a conflict of interest in the prescribed manner; the inadmissibility of dismissing an employee due to the existence of an actual or potential conflict of interest, provided that the employee has duly reported the conflict of interest before making any decision or performing their assigned functions and has proven their readiness to

waive their personal interests for the benefit of the Agency; transparency and accountability; personal responsibility and the inevitability of punishment.

Chapter 3. Obligations and Powers of Responsible Employees of the Agency

5. In performing their official duties and representing the interests of the Agency, employees must adhere to the principles established in this Regulation, as well as refrain from situations that lead to a conflict of interest.

6. To prevent conflicts of interest in the performance of their official duties, Agency employees must:

- comply with the requirements of this Regulation; pursue
- only the interests of the Agency;
- use their official position and authority solely in the interests of the Agency;
- inform the Agency's Chief Inspector for Compliance Control of any personal interests that conflict or may conflict with the interests of the Agency; strictly
- suppress any manifestation of nepotism (kinship), patronage,
- favoritism, cronyism, localism, and clannishness; timely
- and fully disclose
- information about a potential or actual conflict of interest;

honestly, completely, and conscientiously disclose a full list of information about their close relatives and affiliated persons, including information on their own and their relatives' participation in non-governmental non-profit organizations; report in the manner prescribed by internal documents if they possess information regarding the existence of a conflict of interest among other Agency employees.

7. In order to prevent a conflict of interest, an employee of the Agency is obliged to report a conflict of interest in the following cases:

- close relatives or related persons are directly subordinate to the employee;
- close relatives and related persons of the employee operate in the educational organization being studied as part of an official investigation or monitoring in the prescribed manner, including if the official whose activity is being studied is a close relative or related person of the employee;
- close relatives or related persons of the employee are involved as experts, participate in making decisions on the calculation and determination of the amount of the expert's remuneration.

Considering that exceptions to this list may also occur, including any decisionmaking (issuance of benefits and permits, procurement process, etc.) in relation to close relatives or affiliated persons of the employee (in educational organizations where they operate) may lead to a potential conflict of interest. In such cases, the Agency employee must report a conflict of interest.

8. The rights and obligations of persons related to an Agency employee when regulating relations related to a conflict of interest are:

9. Persons related to an Agency employee, when entering into relations with the Agency and educational organizations, have the right:

receive free consultations from the Chief Compliance Inspector to prevent conflicts of interest; has the right to appeal the Agency's actions (inaction) or decisions on the settlement of conflicts of interest.

Persons related to the Agency employee Agency and educational organizations

When interacting with:

not to allow a conflict of interest in pursuit of personal interests;

electronic declaration of possible conflict of interest or in writing, not containing knowingly false or distorted information.

Submission of knowingly false or inaccurate, untrue information by persons related to the Agency employee in the declaration of a possible conflict of interest may entail legal consequences established by current legislation.

10. The Agency, in terms of identifying a conflict of interest, carries out:

information generating conflicts of interest in the hiring or appointment of employees, as well as in other cases; each employee identifies a case of conflict of interest that has arisen or may arise in the performance of official or service duties and reports it to their immediate supervisor and chief compliance control inspector; each information or message that may cause a conflict of interest is studied collegially and its impact is determined. Other methods of identifying a conflict of interest may also be applied within the framework of the requirements of current legislation.

11. Conflict of interest is governed by:

When hiring employees, they are familiarized with the requirements of the Regulation on Conflict of Interest Management with their signature;

Work is carried out to explain and advise employees on the requirements of the Regulation;

Identified cases of conflict of interest are registered;

The study, assessment, and determination of measures aimed at preventing conflicts of interest are carried out by the Human Resources Development and Management Group and the Chief Compliance Inspector;

Observation and monitoring are carried out in order to ensure the effectiveness of the process of preventing conflicts of interest.

12. In the event of or in the event of a conflict of interest, the following measures may be taken:

to allow the employee to voluntarily participate or abstain from carrying out the relevant activity or decision-making; review or amendment of the employee's job responsibilities;

establishing restrictions on information related to the employee's personal interests; personal interests of the employee contradict his official duties, transfer to another position not affected by the conflict of interest; renunciation by an employee of their personal interests, negatively affecting

the activities or interests of the Agency; personal interests of the employee affect the activities or interests of the Agency of this Code and the impossibility of applying other management measures.

13. To identify situations related to a conflict of interest as noted in paragraph 10 of these Regulations, before making a decision or performing official duties, an employee must ask themselves the following questions: "Can I make this decision and perform this action conscientiously and impartially?" and "If another employee were to make this decision, would they make the same decision as I did?." If the employee answers "No" to even one of these questions, a risk of a conflict of interest arises.

Chapter 4. Procedure for Disclosing and Reviewing Information on Conflicts of Interest § 1. General Rules for Declaring a Conflict of Interest

14. To prevent the occurrence of conflict of interest situations within the Agency, the following forms of conflict of interest declaration shall be used:

Preliminary disclosure of a conflict of interest during the appointment and rotation of candidates for vacant positions within the Agency system;

Annual disclosure of information on a conflict of interest (annual declaration);

A form for disclosing information upon the occurrence of an actual or potential conflict of interest.

§ 2. Declaring a Conflict of Interest during the Appointment and Rotation of Candidates for Vacant Positions

15. A preliminary declaration of a conflict of interest during the appointment of candidates for vacant positions and the appointment and rotation of employees of the Agency is carried out by submitting the following documents to the Agency's Human Resources Development and Management Group:

The "Employee Declaration on a Potential Conflict of Interest," completed in the form prescribed in Appendix 1 to these Regulations;

During the hiring, appointment, and rotation process, the "Declaration of Affiliated Persons on a Potential Conflict of Interest" regarding the existence or

absence of a conflict of interest is to be completed in the form prescribed in Appendix 2 to these Regulations.

The documents submitted by the employee are reviewed by the Human Resources Development and Management Group and the Chief Inspector for Compliance Control for the presence or absence of a conflict of interest. Upon detection of a conflict of interest, the Human Resources Development and Management Group shall notify the Director of the Agency or the deputy head who coordinates the activities of the structural unit where the candidate is expected to be hired or rotated.

Based on the instructions of the Director of the Agency, the Ethics Commission, in cooperation with the relevant departments of the Agency, shall take measures to resolve the conflict of interest.

§ 4. Annual Declaration of a Conflict of Interest

16. The annual declaration of information on a conflict of interest is carried out in the following manner:

All employees of the Agency must annually, by January 30, submit the "Annual Employee Declaration on a Potential Conflict of Interest" in the form prescribed in Appendix 1 to these Regulations to the Human Resources Development and Management Group;

The Human Resources Development and Management Group and the Chief Inspector for Compliance Control shall: summarize and analyze the annual declaration on a potential conflict of interest by February 25 of each year; if the analysis identifies employees whose activities may lead to a conflict of interest, information about such employees shall be submitted to the Ethics Commission by March 15;

The Ethics Commission, with the participation of the employee's immediate supervisor and, if necessary, the employee, shall review the conflict of interest situation by March 30 and shall either develop measures to resolve situations characterized by a conflict of interest or issue a decision on the absence of a conflict of interest. This decision is recorded in the commission's minutes, which shall specify the department responsible for developing the measures;

Based on the decision made by the Ethics Commission, submit a proposal directly to the Director of the Agency on taking measures to resolve a potential conflict of interest;

The Human Resources Development and Management Group shall, by April 5, compile and store electronic data on conflict of interest cases to be entered into the Register of Conflict of Interest Cases, in the form prescribed in Appendix 4 to these Regulations;

Annually, in the second quarter, the Agency's Human Resources Development and Management Group and the Chief Inspector for Compliance Control shall

prepare the conflict of interest declaration, and upon identifying cases, submit a final analysis to the Director of the Agency.

annually in the II quarter, the group of the Human Resources Development and Management Group and the Chief Inspector for Compliance Control of the Agency form a declaration of conflict of interest, and upon identification of cases, submit a final analysis to the Director of the Agency.

§ 5 Conflict of Actual or Potential Interests filling out a declaration of origin

17. Declaration of information on the fact of the occurrence of a real or potential conflict of interest is carried out in the following order:

In the event of a conflict of interest arising in an employee, they must, within one working day from the moment they become aware of this situation, inform their immediate supervisor or the chief compliance control inspector in the form according to Appendix No. 3 to these Regulations, with a detailed description of the situation characterized as a real and probable conflict of interest;

The employee's immediate supervisor or the chief compliance control inspector, within three working days from the moment of receiving written notification from the employee, shall review the information on the conflict of interest and submit a notification with a proposal to eliminate the conflict of interest.

registration in the human resources development and management group and for the adoption of appropriate measures;

The Human Resources Development and Management Group, in cooperation with the employee's immediate supervisor, takes measures to eliminate the conflict of interest, or, having concluded that there is no conflict of interest, submits the relevant information in writing to the Director of the Agency through the Chief Inspector for Compliance Control.

Chapter 5. Conflict of interest resolution measures

18. In order to prevent the infringement of the Agency's interests, measures to resolve the actual conflict of interest should be implemented as soon as possible.

19. When managing conflicts of interest in the Agency, the following measures should be established: transfer of an employee of direct subordination to the subordination of another

person who is not a close relative; when discussing issues of conflict of interest voluntary removal, self-recusal, or forced (permanent or temporary) removal of an employee from participation in the decision-making process on them; revision of the scope of official duties of the employee in order to avoid conflicts of interest;

restriction of the employee's access to information and documents of the Agency, which are of personal interest and are the subject of a conflict of interest;

promotion, performance evaluation, payment of remuneration to a close relative or related person holding a higher position ensuring collective decisionmaking on calculating salary supplements, sending abroad for study and training, as well as on various issues, giving consent to leave, and monitoring wages; employment of an employee not related to a conflict of interest transfer to a position that provides for the performance of relevant functions and other circumstances.

20. In exceptional cases, in the event of incomplete settlement of the conflict of interest by the measures specified in paragraph 19 of these Regulations, the following settlement measures may be taken:

renunciation by the employee of a personal interest that conflicts with the interests of the Agency; termination of the employment contract with the employee in case of failure by the employee to renounce personal interests that conflict with the interests of the Agency.

21. In each case, based on the fact that determines the subject of the conflict of interest, other measures for its resolution may be applied in agreement with the employee and the Agency. All measures taken must comply with the requirements of the legislation and ensure the implementation of the principles established by this Regulation.

22. Measures to eliminate conflicts of interest and decisions taken by the Human Resources Development and Management Group and the employee's immediate supervisor are considered at a meeting of the Ethics Commission.

23. On behalf of the Director of the Agency, the Chief Compliance Inspector, the Human Resources Development and Management Group, and the immediate head of the employee may verify the objectivity and admissibility of decisions made by Ethics Commissions on the settlement of conflicts of interest.

Chapter 6. Procedure for Reporting Conflicts of Interest

24. Information regarding violations related to a possible conflict of interest at the Agency, including violations of ethical rules and corruption-related offenses, may be submitted (provided) through the following secure communication channels:

hotline - 55 505-30-30; e-mail -

<https://nqaae.uz/> official website

- <https://nqaae.uz/>

Facebook page - nqaae.uz/ Telegram

bot - [@//nqaae.uz/](https://nqaae.uz/)

by mail - 100011, Tashkent city, Universitet street, 7; in person

- to the Director of the Agency; in person - to the Chairman of the Agency's Ethics Commission.

Chapter 7. Confidentiality of Information

25. Employees involved in resolving a conflict of interest must ensure the confidentiality of the information received and ensure that this information is used only by persons responsible for its review, recording, and resolution, as well as for monitoring this process.

26. When individuals and legal entities submit a report to the Agency regarding an actual or suspected conflict of interest involving an Agency employee, its review shall be conducted by the Chief Inspector for Compliance Control in cooperation with the Human Resources Development and Management Group, in accordance with these Regulations and other internal documents.

Chapter 8. Procedure for Maintaining the Register

27. The Agency's Chief Inspector for Compliance Control, together with the Human Resources Development and Management Group, must ensure the timely and complete accounting of conflict of interest cases by entering them into the Register in the form specified in Appendix 4 of these Regulations.

28. Information on a conflict of interest is entered into the Register in the following cases:

During hiring at the Agency - if a candidate indicates the existence of a conflict of interest in the application regarding the presence or absence of a conflict of interest, and this is confirmed by the Agency Director as a potential conflict of interest;

Upon disclosure of a conflict of interest during an employee's appointment or rotation - at the time the order is signed by the Agency Director;

Upon the occurrence of a conflict of interest - when measures are taken by the Human Resources Development and Management Group and the employee's direct supervisor;

Information on conflicts of interest provided by Agency employees annually when filing a declaration - in accordance with paragraph 18 of these Regulations; when information received from communication channels regarding the existence of a conflict of interest is confirmed; during internal official inquiries and when monitoring compliance with the requirements of the Agency's "Anti Corruption Policy" and related internal regulatory documents.

29. Employee applications and notifications, as well as other information related to conflicts of interest, shall be kept by the Human Resources Development and Management Group.

Chapter 9. Final Provisions

30. All employees, regardless of their position, are personally responsible for complying with the requirements of these Regulations, as well as for providing timely and complete information to the Agency about any conflict of their interests.

31. Failure by employees to comply with the requirements of these Regulations may result in disciplinary and other liability in the manner and on the grounds stipulated by the legislation of the Republic of Uzbekistan and the internal documents of the Agency.

30. All employees, regardless of the position held, bear personal responsibility for compliance with the requirements of these Regulations, as well as for timely and complete notification of the Agency about any conflicts of their interests.

31. Failure by employees to comply with the requirements of this Regulation may entail disciplinary and other liability in the manner and on the grounds provided for by the legislation of the Republic of Uzbekistan and the internal documents of the Agency.