

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 1

# **National Agency for Quality Assurance in Education on combating corruption POLITICS**

## **Chapter 1. General Provisions**

1. This Policy defines the goal of raising the level of anti-corruption culture among employees and the commitment of employees to high moral standards, as well as intolerance and prevention of corruption offenses.

2. This Policy was developed in accordance with the Laws of the Republic of Uzbekistan "On Combating Corruption," "On the Civil Service," "On Conflict of Interest," the Decree of the President of the Republic of Uzbekistan dated May 27, 2019 No. UP-5729 "On Measures for Further Improvement of the Anti-Corruption System in the Republic of Uzbekistan," the Resolution of the President of the Republic of Uzbekistan dated July 6, 2021 No. PP-5177 "On Additional Measures for the Effective Organization of Anti-Corruption Activities," the Resolution of the Cabinet of Ministers dated October 14, 2022 No. 595 "On Additional Measures to Ensure Compliance with the Rules of Ethical Conduct by State Civil Servants," taking into account the recommendations of international organizations in the field of combating corruption and best world practices, including the requirements and recommendations of the international standard ISO 37001:2016.

3. The main goal of combating corruption in the National Agency for Quality Assurance in Education (hereinafter referred to as the Agency) is:

Formation of an atmosphere of uncompromising fight against corruption in the Agency;

Achieving an intolerant attitude towards corruption by raising the legal awareness and legal culture of employees; implementation of measures to prevent corruption in all areas of activity of

the structural groups of the Agency; timely detection, suppression of corruption offenses, elimination of their consequences, causes and conditions contributing to corruption offenses, ensuring the principle of the inevitability of responsibility for committing corruption offenses.

4. The requirements of this Policy apply equally to all employees of the Agency, regardless of the position held and functions performed.

5. The Policy, as an internal document of the Agency, is the basis that defines the basic requirements and principles aimed at preventing and suppressing corruption offenses in the activities of the Agency to achieve the above-mentioned main goals.

6. Any person applying to the Agency must read and sign this Policy and comply with all its provisions.

7. The following basic concepts and terms are used in this Policy:

**employee** - an individual who has entered into relations with the Agency on the basis of an employment contract;

**Related persons** - in educational organizations that are the object of the Agency's study in the field of ensuring the quality of education, in which close relatives of the employee own shares or stakes in the authorized fund (authorized capital) of a legal entity, the legal entity in which the head or member of the governing body is the head or member of the legal entity in which the close relatives of the employee are; **international events** - events organized and held on behalf of the Agency with the participation of its official representatives and representatives of foreign countries and international organizations in order to establish relations of mutual cooperation, develop ties, exchange experience, in particular, events related to the visit of a delegation of the Republic of Uzbekistan to a foreign country, a delegation of a foreign country to the Republic of Uzbekistan; **official events** - events organized on behalf of the Agency with the participation of its official representatives, aimed at achieving certain goals, based on the tasks and functions assigned to the Agency (official reception, ceremony, meeting, conference, seminar, briefing, symposium, presentation, "round table" and other events); **business trip** - the assignment of an employee, on the basis of an order of the Director of the Agency, to a place other than his permanent place of work (within or outside the territory of the Republic of Uzbekistan) for a certain period to perform official duties and assignments; **corruption** - the unlawful use by a person of their official or service position for the purpose of obtaining material or intangible benefits in personal interests or the interests of other persons, as well as the unlawful provision of such benefits; **corruption risk** - the risk of corruption actions by employees or third parties on behalf of or in the interests of the organization; **corruption acts** - the unlawful use by an employee, directly or indirectly personally or through third parties, of their official duties for actions or inaction in the interests of the bribe-giver, including obtaining, demanding, collecting, offering or providing money, securities, other forms of property and property rights, services of a property nature, giving and/or receiving a bribe or mediating in this, collecting payments to simplify formalities (receiving a bribe), and other illegal purposes; **Corruption offense** - an act with signs of corruption, for the commission of which liability is provided by law;

**Internal Anti-Corruption Control Structure** - Chief Compliance Inspector, responsible for the early detection and prevention of corruption in their organizations, eliminating its causes and conditions, preventing conflicts of interest,

and forming an intolerant attitude towards corruption; **anti-corruption system** - a set of measures to prevent corrupt actions, violations of the legislation of the Republic of Uzbekistan in the field of anticorruption and internal documents of the Agency on anti-corruption issues, ensuring a high level of professional and moral conduct of employees; **cronyism (a form of favoritism based on friendly relations)** - the use of power and/or authority to provide unlawful privileges to friends or trusted persons; **an official** - a person appointed or elected permanently, temporarily or by special authority, performing the functions of a representative of power or carrying out organizational, managerial, administrative, and economic functions in state bodies, bodies of citizen self-government, enterprises, institutions, organizations, regardless of the form of ownership, and authorized to perform legally significant actions, a person performing these functions in an international organization or a legislative, executive, administrative, or judicial body of a foreign state;

**Conflict of interest** - a situation in which the personal (direct or indirect) interest of an employee affects or may affect the proper performance of their official or service duties and in which a conflict arises (conflict of existing interests) or may arise (conflict of possible interests) between personal interest and the rights, legitimate interests of citizens, organizations, society, or the state;

**Localism** - acting solely in local interests. In this case, the employee is indicated by their hereditary origin (aristocratic or representative of a famous dynasty).

**nepotism (a form of favoritism based on kinship ties)** - the use of power to grant illegal privileges to one's close relatives or friends.

**payments for simplification of formalities** - illegally provided funds, property, property rights, services and other material assets not provided for by the relevant legislative and regulatory norms and rules in order to ensure or accelerate the implementation of standard procedures related to the performance of established procedures or actions;

**nepotism** - personal interest of an employee in the form of a subjective, preferential, and biased attitude towards third parties on the basis of kinship, belonging to the same dynasty;

**favoritism** - a phenomenon in which an individual or a group of people receive special favor and support from those in power, often at the expense of others. In a broader sense, favoritism can manifest itself as an unbiased attitude towards certain people or groups, when they are given preferences and privileges that are not always worthy or fair;

**charitable (gratuitous) assistance** - voluntary gratuitous assistance of legal entities and individuals (donors) to the Agency, expressed in the gratuitous or preferential transfer of tangible or intangible assets, in particular, in the form of

monetary funds, the performance of certain works, the provision of services and other support for charitable purposes;

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

**sponsorship (sponsorship assistance)** - assistance to the Agency by legal entities and individuals (sponsors) expressed in the performance of work, provision of services and other types of assistance for charitable purposes, provision of property, including monetary funds, as a result of which mutual obligations arise in the Agency's institutions to the sponsor;

**Patronage** - protection of an employee by another employee of a higher position in the form of creating favorable working conditions, taking his side;

**close relatives** - parents, brothers, sisters, sons, daughters, spouses, as well as parents, brothers, sisters of spouses and children.

## **Chapter 2. Key principles of combating corruption**

8. The structural groups of the Agency implement the anti-corruption system based on the following principles:

**legality** - measures to combat corruption are carried out taking into account the requirements of the legislation of the Republic of Uzbekistan, world-renowned practice in combating corruption in state bodies, and in accordance with the established internal documents of the Agency system; **intolerance of corruption** - the Agency intolerantly treats all forms and manifestations of corruption in all spheres of its activity. Employees are prohibited from directly or indirectly participating in activities that may entail corruption risks; **openness and transparency** - information about the measures taken and implemented in the field of combating corruption in the Agency system and informing counterparties, the general public;

**Preventiveness, systematicity of measures** - the Agency's reason contributing to the commission of corrupt acts and corruption risks and the implementation of preventive measures aimed at eliminating these conditions. The measures and procedures implemented to combat corruption correspond to the identified level of risks and are integrated into the anti-corruption system, integrated into all functions and areas of the Agency;

inevitability of responsibility for corruption offenses - employees who have committed corruption offenses, regardless of their status and position, are held liable in accordance with the internal documents of the Agency and current legislation;

**use of achievements of technological progress** - strives to use the latest achievements of scientific progress, including integrated information systems, when creating an anti-corruption system in the structural groups of the Agency;

**direct contact with management** - each employee, if there is reliable and substantiated information about the commission of corruption offenses, can freely contact management or the chief compliance control inspector to take the established measures;

**interaction with representatives of the Civil Agency** - involves representatives of the Civil Agency in order to independently monitor the activities of the Agency based on honesty, objectivity, and independence in the performance of the functions assigned to the structural groups of the Agency;

**continuous improvement of the anti-corruption system** - based on the results of monitoring and control of the anti-corruption system and the implementation of corruption risks, structural groups of the central office of the Agency take measures to continuously improve the effectiveness of the anticorruption system in the Agency's system.

### **Chapter 3. Main directions of the fight against corruption 1. § Conflict of Interest Management**

9. An employee, within the framework of performing their official duties and representing the interests of the Agency, must adhere to the principles of honesty and integrity, not use their official position and the property of the enterprises of the Agency's system, taking into account their personal interests, and avoid situations that lead to a conflict of interest.

A conflict of interest arises in a situation that affects or may affect the proper and impartial performance of the employee's official duties, including impartial decision-making, as well as the rights, legitimate interests, property, and reputation of the structural subdivisions of the Agency.

10. In the event of a conflict of interest, the employee must immediately notify the head of their group or the Chief Compliance Inspector in writing or verbally.

11. In order to prevent conflicts of interest, employees are obliged to submit a declaration of income and property to the tax authority at their place of permanent residence within the established timeframe and procedure.

12. When hiring, transferring to another position, an employee is obliged to annually and as relevant circumstances arise, disclose information about personal interests that lead or may lead to a conflict of interest.

The process of disclosure (declaration) of information on conflicts of interest by the structural groups of the Agency and its resolution is regulated by the Regulation on Conflict of Interest Management, approved in the prescribed manner.

#### **§ 2. Acceptance of gifts and certificates of hospitality on business matters**

13. It is prohibited for an employee, in connection with the performance of their official duties, to accept from individuals and legal entities property of any material value or material assistance in the form of services, gifts, or signs of hospitality in the course of work, loans, guarantees, sureties, remuneration, cash or

cash equivalents, securities, gratuitously rendered to the employee (members of his family).

14. The employee may receive gifts on business trips outside the Republic of Uzbekistan, at international and other official events, international and other official events held on the territory of the Republic of Uzbekistan. In this case, the gift must meet the following requirements:

comply with the requirements of the legislation of the Republic of Uzbekistan;

the value of the gift should be up to 4 (four) times the basic calculated value;

The gift must be voluntarily presented by the donor in connection with specific international and other official events; open and transparent reception by the employee; not to damage the authority (prestige) of the Agency;

do not cause a conflict of interest or corruption risks, in particular, do not create an obligation affecting the employee's impartial decision-making in their official activities.

15. Quickly deteriorating products (natural bouquets, sweets) provided to the employee during business trips, at international and other official events, international and other official events held on the territory of the Republic of Uzbekistan and others), as well as stationery sets (calendar, booklet, plastic pen, diary, and notebook) are not issued as gifts, and these gifts are disposed of by the employee at their discretion.

16. If a gift received by an employee as part of a state delegation, at official events, including abroad, does not meet any of the above requirements, it is transferred to the ownership of the Agency in the prescribed manner, regardless of the amount of any gifts.

17. Personal gifts are recognized as gifts given to an employee on holidays related to his personality (birthday, child's birth), not related to the performance of official duties. This excludes prizes received as a result of achievements in competitions and contests, awarding in connection with state holidays, commemorative dates, and other official events.

18. When presenting such gifts, the following requirements must be observed:

presentation of gifts with the participation of at least two employees of the Agency's structural groups; the process of giving a gift should be accompanied by a congratulatory speech, in which the event that caused the gift should be clearly expressed; the total value of the gift (including all taxes and fees) should not exceed 4 (four) times the amount of remuneration; the amount of expenses incurred by one employee for a gift to another employee in each case should not exceed 1 (one) basic calculated value.

19. To avoid suspicion, it is prohibited to accept gifts and other material assets from employees of other state bodies and organizations, partners and counterparties, individuals and legal entities in connection with any holiday (birthday, childbirth, International Women's Day, etc.).

20. The presentation of gifts on behalf of the Agency at international conferences, symposiums, and other business (official) meetings is carried out by order of the Director of the Agency or his deputies.

21. Any employee who has doubts about the legality of accepting a gift should seek advice from the Chief Compliance Inspector.

### **§ 3. Participation of Agency employees in events related to their work activities**

22. At events (exhibitions, seminars, conferences) held in connection with the employee's work at the invitation of international and other organizations etc.) is permitted subject to the following conditions:

The event is governed by the legislation of the Republic of Uzbekistan, the principles of this Policy and other internal documents of the Agency; the event serves the legitimate interests of the Agency or the inviting party; the event does not affect the adoption of certain decisions by the Agency's employees, does not have the purpose of covert illegal rewards aimed at obtaining any illegal advantages; the event does not pose a threat to the position of the Agency and the party accepting or inviting the invitation, in the event of disclosure of information about participation in such an event; compliance of the event with generally recognized scientific and business practice and its non-entertainment nature;

The event should be appropriate in terms of its essence and value, not excessively luxurious, expensive, unusual, and not frequent.

23. If business events (seminars, symposiums, round tables and etc.), then such business activity must comply with the requirements set forth in this Policy.

### **§ 4. Regulation of the personnel process**

24. The process of selection, attestation and performance evaluation of an employee, including the implementation of bonuses, allowances and other types of incentives, shall be transparent, equitable and impartial for all employees and shall comply with the basic principles and requirements of this Policy.

25. The process of selection and appointment of candidates to the Agency is carried out through a comprehensive verification in accordance with the internal documents of the Agency, the procedure for managing conflicts of interest.

26. When promoting, appointing to a position, or adding an employee to the personnel reserve, the decision-maker on personnel matters is prohibited from granting any unjustified benefits to the candidate (employee).

27. Selection for a vacant position must be carried out on the basis of an open competition in accordance with the requirements for the position being filled. In this case, the main attention is paid to the qualifications, professional and scientific achievements of the candidate.

28. The procedure and criteria for assessing key performance indicators of employees should be developed, and employees should be incentivized based on them. These indicators should be objective, transparent, and accessible to employees.

29. An employee is prohibited from engaging in entrepreneurial activity or being its founder (participant), obtaining citizenship of a foreign state, opening and owning accounts outside the territory of the Republic of Uzbekistan, owning real estate and other property. This excludes accounts opened for the purpose of education, internships, and medical services abroad, as well as the acquisition of property acquired and disclosed before entering state civil service.

#### **§ 5. Conducting official inspections and studying the activities of structural groups**

30. When conducting official inspections, studies, and monitoring, the employee is obliged:

not to allow the emergence of a conflict of interest;

not to conduct an official inspection, analysis, monitoring study, audit alone;

not to be alone with the responsible employees of this organization when

personally visiting the object of inspection, study, monitoring; not to conduct an official investigation or study in order to falsify possible violations, not to misinterpret the norms of the legislation of the Republic of Uzbekistan, not to intimidate the employees of the inspected object with the transfer of the revealed facts to law enforcement or other state bodies; not pose a threat to the employees of the object of inspection, study, monitoring;

lack of interest in requesting documents and issues that are not the subject of inspection, study, or monitoring; ensure a legal and professional assessment of each violation identified during

the inspection, study, and monitoring; carry out video or photo recording of violations (if necessary), enter

information on violations into the information systems used by the Agency; provide a bribe or any material assets or services to the employee in order to conceal the identified violations, immediately report this to the head of the Legal Service Group for the official investigation and the Chief Compliance Inspector.

31. A separate commission is created to consider complaints received based on the results of inspections, studies, and monitoring conducted by the Agency.

## **§ 6. Authorized state bodies, counterparties and third parties ensure transparent and effective interaction with**

32. The Agency does not involve suppliers, contractors, or other third parties to make any payments or actions that contradict the principles and requirements of this Policy and the norms of the legislation of the Republic of Uzbekistan.

33. In relations with counterparties, the Agency adheres to the principles of legality and transparency.

34. The Agency introduces an honest, open, and transparent process of selecting suppliers, contractors, and other counterparties based on the use of objective criteria, as well as a transparent procedure for determining the cost of purchased goods and services, which are regulated by the current legislation of the Republic of Uzbekistan and the internal documents of the Agency.

35. The Agency, in cooperation with counterparties:

verifies the reliability of a potential counterparty in accordance with the requirements of the Instructions for Checking Counterparties in the National Agency for Quality Assurance in Education and the legislation of the Republic of Uzbekistan, approved in the prescribed manner, including whether they were previously involved in corruption activities, the presence or absence of a conflict of interest with employees; informs the potential counterparty, including the winner of the procurement procedure, about its anti-corruption principles and requirements by including special anti-corruption clauses in the text of the contract with him.

36. When interacting with authorized state bodies (for example, issuing licenses, participating in specialized councils, agreeing on various documents, objects, etc.), the Agency ensures the transparency and objectivity of document review and, if necessary, requests additional information on the reasons for negative and other conclusions made by these state bodies.

37. In order to ensure transparency and fairness in relations with counterparties, employees are prohibited from engaging in entrepreneurial activity or creating business entities, being their founders (participants), performing organizational, managerial, and administrative-economic functions in the business entity. Except for:

own freely traded shares of joint-stock companies within the framework of the requirements established by law; to engage in other paid activities, except for pedagogical, scientific, and creative activities;

Circumstances stipulated by the laws of the Republic of Uzbekistan and the decisions of the President of the Republic of Uzbekistan.

## **§ 7. Anti-corruption expertise of internal documents**

38. When conducting a legal examination of internal documents, the Legal Service Group conducts an examination for the presence of corruption factors contributing to the commission of corruption acts and their exclusion from the documents.

## **§ 8. Introduction of new technologies**

39. In order to minimize corruption risks, the employee carries out their functions and official duties using information technologies (if possible).

40. When conducting competitive bidding within the framework of public procurement, the employee uses information technologies and interacts with the participants of the competitive bidding in electronic form online, using the possibility of integration with other electronic systems.

## **§ 9. Video recording of activities and its broadcasting**

41. In order to monitor the activities of employees in the premises of the Agency, an audio recording is made.

and video recording cameras, the recordings of which are reviewed by responsible employees.

42. Online broadcasts of certain processes with high corruption risks (in particular, interviews with employees, their testing, meetings of commissions) are posted on the official websites of the Agency on the Internet.

## **Chapter 4. Elements of the anti-corruption system § 1. Important in the fight against corruption**

availability of internal documents

43. The basis of the anti-corruption system is formed by:  
this Policy;

Rules of etiquette;

The principles and requirements reflected in the Regulation on Conflict of Interest Management.

44. The Agency's management must demonstrate a high level of leadership to its subordinates.

45. The Director of the Agency and his deputies, as well as the heads of the structural groups of the Agency, serve as an example of honest, fair, and independent behavior in relations with subordinates, citizens, and legal entities, thereby forming in them an intolerant attitude towards corruption.

46. The Director of the Agency, his deputies, as well as the heads of the structural groups of the Agency, demonstrate leadership in the creation and implementation of an effective anti-corruption system by introducing effective

anticorruption measures and procedures in the areas of the Agency's activities, where there are corruption risks.

## **§ 2. Identification and assessment of corruption risks**

47. Identification of corruption risks inherent in the Agency's activities and assessment, taking into account the nature of the functions of organizational structures, interaction with the Agency and other persons, as well as external and internal factors in accordance with the methodology for assessing corruption risks.

48. Assessment of corruption risks is carried out at least once a year. The results of the corruption risk assessment are reviewed by the Director of the Agency. Anti-corruption measures and procedures that minimize identified risks are reflected in the Agency's anti-corruption program or roadmaps.

## **§ 3. Responsible for Combating Corruption**

49. The Agency has established the position of Chief Inspector for Compliance Control of the Effective Anti-Corruption System.

50. The Chief Compliance Control Inspector carries out his activities in accordance with this Policy and reports directly to the Director of the Agency.

51. The Director of the Agency provides the Chief Compliance Inspector with a sufficient degree of independence and the necessary resources for the implementation of anti-corruption tasks.

52. The Human Resources Development and Management Group is responsible for the systematic and timely collection, analysis, and updating of information on close relatives of employees in the manner and volume stipulated by the Conflict of Interest Management Regulation, approved in the established procedure, as well as the norms of the legislation of the Republic of Uzbekistan.

53. The Ethics Commissions of the Agency and its system organization operate in cooperation with the compliance control inspector.

54. The Ethics Commission of the Agency considers issues of compliance with the norms established by the Rules of Conduct for Employees, and also participates in the process of regulating situations related to conflicts of interest in the Conflict of Interest Management Regulation, approved by the Agency in the prescribed manner.

## **4. §. Ensuring the awareness of employees and third parties about the Agency's anti-corruption policy**

55. In order to reduce corruption risks and increase the awareness of employees, the Agency publishes on its official websites the main information on this Policy and the anti-corruption measures implemented by it.

56. The Agency utilizes all its forces and capabilities through:

and other interested parties about the norms of the anti-corruption legislation of the Republic of Uzbekistan, as well as the introduced anti-corruption principles, measures and requirements:

sending regular messages through the official website, other means of information exchange on the importance of employees' compliance with adopted anti-corruption norms and requirements; ensuring regular and systematic training and testing of employees on anti-corruption issues at least once a year in accordance with the training plan;

When hiring a new employee, provide them with instructions (instructions) on combating corruption, with mandatory familiarization with this Policy and other internal documents of the Agency on combating corruption;

Establish additional anti-corruption training programs for high-risk positions in the Agency. At the same time, information on the conducted training courses (trainings) is used for Human Resource Development.

organization of anti-corruption awareness-raising activities using thematic audio and video materials and other informational materials aimed at raising the awareness of employees and citizens about the measures being taken to combat corruption and form an intolerant attitude towards it;

Providing consultations to employees by the Chief Compliance Control Inspector when questions arise related to the implementation of procedures and procedures; active promotion of anti-corruption behavior in the Agency by the Chief Inspector for Compliance Control based on the approved curriculum; introduces anti-corruption provisions into the employee's current employment contracts concluded with a new employee, as well as within the framework of the terms review.

57. Anti-corruption clauses are included in contracts concluded with counterparties, partners, donors, and sponsors of the Agency. Anti-corruption conditions are included in all contracts of the Agency (except for contracts concluded based on the results of purchases through an electronic store, auction). Anti-corruption clauses are included in contracts concluded before the adoption of this Policy as part of the revision of the terms or on an initiative basis.

## **§ 5. Monitoring, control and reporting**

58. The Chief Inspector for Compliance Control carries out constant monitoring, control, and assessment of the effectiveness, sufficiency, and proportionality of anti-corruption procedures carried out in the Agency. Based on the results of the monitoring, appropriate measures will be taken to form an anticorruption system in the Agency.

59. Monitoring and control are carried out in accordance with the Methodology for Monitoring and Control of the Effectiveness of Anti-Corruption

Procedures and the internal documents of the Agency, approved in the prescribed manner.

60. Monitoring of the anti-corruption system should be carried out in the following main areas:

Agency control and licensing functions, analysis of the procurement process for compliance with the legislation of the Republic of Uzbekistan;

Monitoring of the legislation of the Republic of Uzbekistan in the field of combating corruption and the recommendations of government bodies applied in their activities; monitoring of recommendations of international and foreign organizations on

the creation and support of an effective anti-corruption system; monitoring the availability of information from the mass media about the involvement of management or employees in corrupt activities, as well as similar information about counterparties or partners of the Agency; monitoring, on a competitive basis, the internal processes and functions of the Agency in order to identify ineffective controls and procedures, improve them, and ensure the reliability and effectiveness of the anti-corruption system; monitoring the completeness and effectiveness of the implementation of the

provisions of the Anti-Corruption Program of the Agency and structural groups;

study of compliance by the employee with the adopted anti-corruption requirements and established procedures; study the employee's awareness of the basic principles and requirements for combating corruption.

61. The effectiveness of the Agency's anti-corruption system (absence of corruption risks) is studied by conducting an internal audit of the anti-corruption system, including monitoring compliance with established requirements and procedures in the Agency and structural groups.

62. The results and results of monitoring and control measures of the anticorruption system are reflected in reports on the state of the anti-corruption system. The procedure for the formation and submission of reports is enshrined in the internal departmental act on the formation and submission of reports on the state of the anti-corruption system in the Agency.

## **§ 6. Responsibility**

63. Compliance with the Anti-Corruption Requirements and Procedures of the Agency is an obligation of each employee within the framework of performing their official duties. The employee bears personal responsibility for violation of the requirements and procedures on anti-corruption issues established by this Policy and other internal documents of the Agency.

64. Adhering to the principle of intolerance (intolerance) to corruption, all employees are strictly prohibited from directly or indirectly, personally or through intermediaries, participating in any corrupt actions, namely:

to illegally use one's position and official position, as well as to demand, request or ask, give consent or receive illegal benefits from any persons for the purpose of abuse of official position and authority, as well as to illegally use one's official position by an employee in violation of the legitimate interests of the Agency, including for the purpose of obtaining illegal benefits for oneself and third parties; to incite an official of the state or any other person to unlawfully perform official duties, offer, promise, permit, provide illegal benefits (bribery, bribery) in order to influence their actions (ensure inaction) or obtain illegal advantages in the interests of a person, including the Agency; mediating bribery or commercial bribery, including the transfer of illegal profits to the bribe-taker or assisting the bribe-taker or bribe-giver in reaching an agreement between them on the receipt and transfer of illegal profits; for other actions or inaction of an employee, which have signs of corruption or contribute to its commission, including the emergence of cases of conflict of interest, are subject to liability in the prescribed manner.

65. An employee is obliged to report to the head of their group and the chief inspector for compliance control about all facts of corruption committed by persons who approached them to incite them to commit corrupt acts, as well as other employees known to them.

66. Taking into account the principle of intolerance (intolerance) to corruption, for each reasonable suspicion of the commission of corruption acts by employees, an official investigation is conducted in the Agency and structural groups in the manner prescribed by the regulations and other internal documents for conducting official investigations, as well as in accordance with the requirements of the legislation of the Republic of Uzbekistan.

67. An employee who violates this Policy, the requirements of anti-corruption legislation and procedures, regardless of the position, length of service, and other factors, shall be held liable within the framework of the legislation of the Republic of Uzbekistan and the internal documents of the Agency and on the grounds provided for therein.

68. In the event of detection of corrupt acts, the Chief Compliance Inspector analyzes the causes and possibilities of their occurrence and constantly improves the anti-corruption system.

69. Information on the results of internal audits is submitted to the Director of the Agency on an ongoing basis.

70. The Agency interacts with law enforcement and other state bodies to identify and investigate corruption offenses.

### **Chapter 5. Corruption-related messages**

71. In the event of doubts about the legality or compliance of the actions of the Agency's employees with the Rules of Ethical Conduct, assumptions or reasonable suspicions regarding the commission of corruption or other offenses, they may be reported through the following contact channels of the Agency:

hotline - 55 505-30-30; e-mail -  
info@nqaae.uz; official website -  
<https://nqaae.uz/>;  
Facebook page - <https://www.facebook.com/nqaaeuz>; Telegram  
bot - @nqaaeuzbot;  
by mail - 100011, Tashkent, University St., 7; directly  
to the Director of the Agency;  
Chairman of the Ethics Commission of the Agency.

72. The Agency, within its competence and available capabilities, ensures the confidentiality of information about the person who provided reliable information about the violation, except for cases stipulated by the legislation of the Republic of Uzbekistan.

73. The Agency protects the interests of its employees and guarantees the inadmissibility of actions by other employees, such as dismissal, demotion, discrimination, harassment, and persecution of employees who conscientiously report suspicious behavior or possible violations of the Anti-Corruption Requirements of this Policy.

74. All messages received through the Agency's communication channels are reviewed by the Chief Compliance Control Inspector in a timely and impartial manner in accordance with the requirements of the legislation of the Republic of Uzbekistan and internal regulatory documents, and upon confirmation of the submitted message, measures are taken to incentivize the applicant.

75. The sending of a deliberately false message by an employee is considered a violation of the requirements of this Policy and an example of unethical behavior, and the person who reported this, in turn, may be held liable in accordance with the legislation of the Republic of Uzbekistan and the internal documents of the Agency.

## **Chapter 6. Final Provisions**

76. This Policy may be revised and supplemented with additions and amendments in the following cases:

changes in the legislation of the Republic of Uzbekistan in the field of combating corruption; identification of ineffective anti-corruption control measures and procedures, as well as the need to improve a set of measures aimed at preventing and combating corruption in the activities of the Agency;

Changes in the organizational structure or functions of the Agency and in other cases.