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JSC "BIOKIMYO"

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Chairman of the General Meeting A.Tugizbayev

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CODE OF CONDUCT CORPORATE ETHICS

JOINT-STOCK COMPANY

«BIOKIMYO»

(newedition)

city of Yangiyul – 2021 years old

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1. General provisions

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

1.2. In order to apply consistently high standards of honest, open and conscientious business conduct for Employees, the Company adopts this Code of Corporate Ethics (hereinafter referred to as the "Code").

1.3. The Code is aimed at preventing offenses, eliminating the causes and conditions that contribute to their commission, instilling in Employees a spirit of high legal awareness, strict compliance with the Constitution, laws and other normative-legal acts of the Republic of Uzbekistan, citizens' rights and freedoms, as well as international standards of ethical, highly professional and conscientious business behavior.

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

1.4.1. creation of a regulatory document that systematizes the basic principles of business conduct that the Company's Employees should follow in the performance of their official duties;

1.4.2. definitions of professional and ethical standards to be met by Employees Companies;

1.4.3. familiarization of persons acting on behalf of, on behalf of and/or in the interests of the Company, including its business partners and representatives, with the Company's ethical standards;

1.4.4. development of corporate culture and creation of an atmosphere of mutual respect and trust, integrity and decency in the Society;

1.4.5. formation and strengthening корпоративной of the Company's corporate reputation as a fair employer and conscientious partner.

2. PERSONAL RESPONSIBILITY

2.1. Employees вне , regardless of the level занимаемой of their position or other factors , should::

- get acquainted with the provisions of this Code and be guided by them in your daily work;
- perform their official duties in good faith, with the necessary level of professionalism and competence, and take care of improving their level of qualification;
- ensure effective knowledge sharing with colleagues, as well as maintain a high level of business communication;
- act within the limits of their official powers defined by their job descriptions, internal regulatory documents of the Company and the legislation of the Republic of Kazakhstan. Uzbekistan;
- своевременно и качественно execute decisions (orders) in a timely and high-quality manner) higher -level bodies and officials, adopted (given) within the limits of their powers;
- comply with the restrictions and prohibitions established by regulatory legal acts and internal regulatory documents, including the prohibition on committing corruption acts;

- follow the general rules of ethics and business conduct also outside of work.

2.2. Members of the Company's Management Board and heads of its structural divisions must::

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

2.3. Employees of the Company, regardless of the level of their position or other factors несут персональную , are personally liable for non-compliance with the principles and requirements of this Code.

Members of the Company's Management Board and heads of its structural divisions may also be held liable for non-compliance with the principles and requirements of this Code by their subordinates.

2.4. Compliance with the provisions of the Code is one of the criteria for assessing the quality of professional activity of Employees Companies.

2.4. Violations of this Code by Employees of the Company are considered by the Ethics Commission, which is specially created for the purpose of monitoring Employees ' compliance with the requirements of the current legislation, this Code and corporate ethics standards, reviewing relevant violations and conflict situations, as well as providing Employees with advice on resolving complex ethical situations.

The Ethics Commission considers incoming issues fairly and impartially, and its activities and decisions are independent of the Company's Management Board.

3 DEFINITIONS OF TERMS AND ABBREVIATIONS

3.1. Terms and definitions entered:

Anti-corruption clause – special provisions included in the Company's contracts that oblige the обязанность parties to comply with the Company's requirements Applicable anti-corruption legislation in the course of fulfilling obligations under the agreement.

Close relatives – persons who are related or related to the Employee, i.e. parents, blood and half-brothers and sisters, spouses, children, including adopted children, grandparents, grandchildren, as well as parents, blood and half-brothers and sisters of the spouses.

Government official:

- any person holding an appointed or elected position in the legislative, executive or judicial authorities of the Republic of Uzbekistan or a foreign state;
- any person performing state functions for Republics Uzbekistan or a foreign country, including for a State body, enterprise or institution,
- any official or representative of an international organization;
- political figures, officials of political parties, including candidates for political posts.

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

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

Subsidiaries – an organization or enterprise in whose authorized capital there is a share of JSC "BIOKIMYO".

Code – This Code of Ethics.

Counterparty – any individual, with the exception of Employees, or a legal entity (including its branch and / or representative office) with which the Company enters into contractual relations.

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

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

- Commercial secret – information that has commercial value in scientific, technical, technological, industrial, financial, economic and other areas due to its unknown nature to third parties, to which there is no free access on a legal basis and the owner of this information takes measures to protect its confidentiality.

- Official secret – information in the field of science, technology, production and management, the disclosure of which may harm the interests of the state. Companies.

Conflict of interest – a situation in which the Personal interest (direct or indirect) of an Employee affects or may affect the proper performance of their official or official duties and in which there is or may be a contradiction between the Personal Interest of the Employee and the rights and legitimate interests of the Company.

Corruption actions:

- offer, promise, authorization, transfer of illegal benefits to a public official (bribe, bribery), a representative of a commercial organization (commercial bribery) or any other person in order to influence his actions (ensure inaction) and encourage him to perform his official duties improperly and / or obtain an improper advantage, including commercial, for the purpose of: Companies;

- making payments to simplify formalities;

- demand, extortion or request, consent to receive or receive illegal benefits from any persons for the purpose of illegal use of their official position, as well as abuse of official position, abuse of authority, as well as other illegal use Employee of his official position contrary to the legitimate interests of the Company, including for the purpose of obtaining Illegal benefits for himself or third parties;

- mediation in bribery or commercial bribery, including the transfer of illegal benefits to the recipient, or assistance to the recipient or передающему transferor in reaching or implementing an agreement between them to receive and give Illegal benefits;

- other actions / omissions of Employees that contain signs of corruption or contribute to its commission, including manifestations of a conflict of interests.

Personal interest – an Employee's interest related to the possibility of receiving money, other property, including property rights, property-related services, the results of work performed, or any other benefits (advantages) by him and/or his Close relatives.

International organization – any international organization created by States, Governments or other international organizations, regardless of the organizational form and powers, including, for example, regional economic integration organizations.

The Company is Joint-Stock Company "BIOKIMYO".

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

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

4. BASIC PRINCIPLES OF CORPORATE GOVERNANCE ETHICS COMMITTEE

4.1. Legality

The Company and its Employees comply with the legislation of the Republic of Uzbekistan and applicable international legislation.

4.2. Fairness and integrity

The Company and its Employees act openly, honestly and fairly. The Company strives to comply with the principles of corporate ethics in its work and communication with all Counterparties and business partners, and also adheres to the principle of non-acceptance of any Corrupt practices.

4.3. Impartiality and independence, loyalty to the interests of the State Companies

In the performance of their official duties, the Company's Employees do not give or show preference to any individuals, groups or organizations. Employees exclude actions related to the influence of Personal Interests that prevent them from performing their official duties in good faith.

4.4. Professionalism and competence

Employees of the Company strive to ensure and maintain a high level of qualification at the level necessary for the effective performance of their official duties. The Company supports Employees' efforts to improve their professionalism and competence and helps them to do so.

4.5. Priority of rights, freedoms and legitimate interests of Employees and other persons

Relations in Society are based on respect and respect for human rights. Any form of discrimination, psychological pressure or intimidation is not acceptable in the Society. The Society does not use child labor.

4.6. Openness and transparency

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

4.7. Efficiency and frugality

In their activities, the Company and its Employees always try to achieve the best results using the least amount of resources, constantly improving the efficiency of their activities in order to increase the welfare of its shareholders, Employees and other stakeholders.

5 RESPECT FOR THE RIGHTS AND INTERESTS OF EMPLOYEES

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

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

5.3 The Company declares that cases of recruitment and placement of personnel based on kinship, community and/or personal loyalty, other manifestations of localism, favoritism, as well as other negative factors in the process of hiring and selecting Employees, their promotion and/or determining the amount of remuneration are unacceptable.

5.4 The Company ensures the right of Employees to decent remuneration for their work results, and therefore implements progressive labor motivation systems.

5.5 The Company does not allow any other forms of discrimination, psychological pressure or intimidation in the course of work, and maintains relations with and between Employees based on mutual respect for people and human rights.

5.6 The Company guarantees Employees are provided условий with working and recreational conditions, social protection and support within the framework provided for by the applicable legislation and its internal regulatory documents.

5.7 The Company implements personnel development programs that involve training and professional development Employees.

5.8 The Company supports the participation of Employees in solving fundamental issues of the Company's development, including by electing representatives of the Trade Union Committee to the decision-making commissions related to socio-economic interests Employees.

For Employees, these principles and rules mean::

- treat colleagues, partners, Contractors of the Company and Government officials with respect, regardless of their national, gender, racial or religious affiliation;
- show respect for the customs and traditions of the peoples of the Republic of Uzbekistan and other states, take into account the cultural and other characteristics of various ethnic, social groups and confessions;
- refrain from behavior that could raise doubts about the conscientious performance of official duties, as well as avoid conflict situations that could damage one's own reputation and / or reputation Companies;
- use your own working hours and those of your colleagues efficiently and in the public interest;
- do not spread rumors, offensive and humiliating materials and / or information that discredits the honor and dignity of others Employees;
- base any decision on hiring, promotion, determining the amount of remuneration and other decisions in favor of other Employees of the Company solely on their professional qualities;

- inform your immediate supervisor or the chairman of the Company's Ethics Committee about any cases of discrimination, both against yourself and your colleagues;
- if you have any doubts about the ethics of your actions, please contact your direct supervisor or the chairman of the Ethics Commission for clarification. Companies.

6. CONFLICT INTERESTS

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

A conflict of interest arises in any situation where the position or duties of the Employee give him or any of his Close relatives the opportunity to profit or personal benefit (other than income or remuneration payable by the company to the Employee in good faith performance of their duties), or when the Worker has an opportunity to put a Personal interest or the interest of his immediate family above his duties and obligations to the public interest.

6.2. The Company has approved a Policy on Conflict of Interest Management, which contains examples of Conflict of interest situations and procedures for disclosure and resolution of such situations.

For Employees, these principles and rules mean::

- review and comply with the Conflict of Interest Management Policy,
- comply with the current legislation of the Republic Uzbekistan;
- act in the best interests of Companies in the situation of Conflict of interest (if the specified does not lead to a threat to health and life Employee);
- when performing their official duties, exclude actions related to the influence of a Conflict of Interest that prevents the conscientious performance of their official duties, do not give or show preference to any individuals, groups or organizations, be independent of their influence, and take into account legitimate interests Companies;
- exclude the involvement or influence of Close relatives in the recruitment, monitoring, management, or career planning process, and promptly inform the immediate supervisor and / or the compliance service of this possibility;
- do not use your official position to exert undue influence on the activities of the Company, other organizations and individuals.;
- in the event of a Conflict of Interest, notify your immediate supervisor and/or the службу compliance service in a timely manner to ensure that the Conflict of Interest is resolved in a timely and appropriate manner;
- inform your direct supervisor and / or the compliance service about any other employment or membership in the management bodies of other companies or organizations, except Companies;
- inform your immediate supervisor and / or the compliance service about Close relatives who are directly subordinate to you;
- If you have any doubts about the ethics of your actions, please contact your direct supervisor or the compliance Service of the Chairman of the Company's Ethics Committee for clarification.

7. INDUSTRIAL SAFETY AND LABOR PROTECTION

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

and emergencies.

7.2. Measures taken by the Company to eliminate the risk of accidents include::

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

For Employees, these principles and rules mean::

- compliance Employees and representatives Contractors working at the Company's production facilities meet the requirements of the legislation of the Republic of Uzbekistan and other regulatory acts in the field of labor protection;
- know and unquestioningly comply with the Company's labor protection and industrial safety regulations;
- during work, use the prescribed personal protective equipment. ;

- to be instructed, trained and tested by the Company in accordance with these requirements and rules within the established time frame;
- observe precautionary measures, ensure the correct and safe use of substances and materials in the performance of their official duties, and do not endanger their own health and safety, as well as the health and safety of colleagues and other people;
- immediately respond in the prescribed manner and inform the immediate supervisor and / or other responsible persons if any of the Employees violates the rules of labor protection and technical safety, as well as about any or potentially emergency or other emergency situations that have occurred.

8. ENVIRONMENTAL PROTECTION ENVIRONMENTS

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

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

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

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

- perform industrial environmental monitoring;
- ensure the protection of water resources, atmospheric air and land resources;
- implement modern resource-saving technologies and thereby ensure energy efficiency of production facilities.
- implement all possible measures to reduce and prevent emissions and discharges of pollutants, as well as measures to minimize, neutralize and dispose of the resulting hazardous production waste and manage environmental aspects;
- ensure that all identified significant environmental aspects are managed, taking into account the nature, extent and environmental impacts resulting from the production activity.;
- ensure that environmental goals and objectives are set and analyzed;
- conduct an analysis of the effectiveness of the environmental management system;
- ensure that the environmental management system meets the requirements of ISO 14001;
- act in accordance with the requirements of environmental legislation and other regulatory documents of the Republic of Uzbekistan;
- provide environmental education and training for all Employees, without exception, to make them aware of their place and role in the environmental management system.

For Employees, these principles and rules mean::

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

9. HANDLING OF THE COMPANY'S INFORMATION AND PROPERTY ОБЩЕСТВА

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

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

The Company takes seriously the protection against illegal disclosure of Confidential Information belonging to the Company's employees. Both to the Society так and its employees. Contractors, business partners and other third parties, so access to such information is provided only to those Employees who need it for work, and only to the extent necessary for it.

For Employees, these principles and rules mean::

- comply режимы обращения with the information handling regimes established by law Of the Republic of Uzbekistan and internal regulatory documents of the Company, in relation to various types of information, including "state secrets", "commercial secrets" and official secrets, etc.;
- use Confidential Information strictly for its official purpose within the framework of performing their official duties and powers in accordance with the established requirements of the Company and the legislation of the Republic of Kazakhstan Uzbekistan;
- do not discuss with others Employees Companies Confidential information, if в this is not directly necessary in connection with the performance of their official duties;
- do not discuss confidential information in public places;
- do not make records in any format, не create archives or не otherwise copy information about the Company's activities that is available in connection with the performance of official duties, unless this is absolutely necessary;
- do not pass it on to third parties (including an unlimited number of people) Confidential information of the Company or its Counterparties, business partners and other third parties, except for cases when the transfer of Confidential Information is authorized in accordance with the procedure established by the Company and occurs within the requirements of the applicable legislation;
- do not use information that is not public, i.e. not disclosed in open sources, and obtained in the course of performing official duties in the Company, in their own private interests, including for the purpose of buying and / or selling securities of the Company or other persons;
- observe the "clean table" rule, including :
- lock down your computer and ensure reliable storage of portable devices (laptop,

tablet, smartphone) and removable носителей media (external HD-disks, flash-drives, DVD/CD-disks, etc.), leaving the workplace ,

- do not leave material media in the public domain, follow the rules for storing Confidential information and documents established by the Company;
- comply with the information security rules established by the Company, ensure the security of your passwords (including those from work computers, laptops, internal systems, corporate websites and corporate bank cards), do not transfer them to other persons, do not record them, do not use automatic password saving functions;
- use caution when working with electronic data and resources, including when receiving links, files, and applications from unknown addresses;
- use only the software authorized by the Company, and do not install any other software on computers and portable devices (laptop, tablet, smartphone) Please do not disable programs and/or ignore information security requirements. Companies;
- do not disclose Confidential Information after dismissal from the Company within the period established by the Company's internal regulatory documents, agreements between the Company and the Employee, and/or the legislation of the Republic of Kazakhstan. Uzbekistan;
- return to the sender and/or destroy Confidential Information that was not requested but received (by notifying the sender beforehand);
- when performing their official duties, take appropriate measures to protect Confidential Information and ensure that any cases of deliberate, accidental or unauthorized access to it are prevented.;
- if you have any doubts about the protection or use of information, please contact your direct supervisor and/or the head of the Department for the Development of Information Technologies and Information Security for clarification.

9.2. The Company has the right to comment on statements and situations that may affect its activities, as well as to publish information about its activities in open sources (том including the Internet). Mass media, on Online site Общества, его официальных Such information, comments and statements on behalf of the Company may be given and published by members of the Management Board of the Company, as well as other Employees of the Company, provided that the procedures and approvals established in internal regulatory documents are followed Companies.

The Company's press service coordinates responses to requests and applications.

For Employees, these principles and rules mean::

- do not distribute or discuss information related to the Company's activities, do not make any comments on behalf of the Company or on your own behalf, until they are previously agreed upon;
- always speak correctly and respectfully about your work and the Company's activities, including in private conversations, social networks, or other publicly available publications;
- do not make statements or take part in actions that may lead to discrediting the Company's reputation, cause a conflict of interest, or cause any damage to property or image Companies;
- if you have any doubts about providing any comments, please contact your direct supervisor or the head of the press service for clarification.

9.3. The Company respects the right of Employees, Contractors, partners and other third parties to confidentiality and privacy and strives to ensure the protection of all personal data that it has.

In order to protect the personal data of its Employees, Contractors, partners and other third parties, the Company collects and processes only those personal data that are necessary for conducting financial and economic activities and fulfilling the Company's obligations, as well as complies with the established legal requirements for their protection.

For Employees, these principles and rules mean::

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

9.4. Recognizing права intellectual property rights as a valuable asset, The Company protects its own intellectual property rights and respects the intellectual property rights of others .

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

For Employees, these principles and rules mean::

- comply with the law Republics Uzbekistanb regarding the use прав of intellectual property rights;
- do not use the intellectual property rights of the Company and third parties, including logos, trademarks and/or symbols, without legal grounds;
- ensure that intellectual property rights are properly protected when new goods and services are created or put into production ;
- do not disclose new ideas and / or projects outside the Company until the relevant intellectual property rights are protected.;
- if you have any doubts about the protection or use of intellectual property rights of the Company or third parties, please contact your direct supervisor or the Company's Legal Office for clarification.

9.5. Property for which: The Company owns and uses on the basis права of property rights or other rights, is intended solely for achieving the goals and objectives of the Company and its long-term development and prosperity. In this regard, The Company strives to ensure the necessary protection of all its property from theft, waste, damage, loss, misuse and other abuses by Employees and/or other persons.

For Employees, these principles and rules mean::

- treat the Company's property responsibly and carefully, and use it strictly for its intended purpose in the performance of their official duties and powers;
- do not make unjustified decisions that may lead to a violation of the safety of the Company's property, misuse of it, or the risk of losses and / or reputational risks for the Company's employees. Companies;
- do not use equipment (including computers, copiers, Internet / intranet) installed in offices and industrial premises for personal purposes without the prior approval of your direct supervisor Companies;

- if the Company's equipment (including passwords, account details, or other data) is lost or stolen, immediately сообщать report it по установленным каналам связи to the Information Technology Development and Information Security Department through the established communication channels. ;
- if Employees If the Company becomes aware of damage, embezzlement and other forms of abuse of the Company's property, immediately report this through the communication channels established in the Company to inform about violations.

10. INTERACTION WITH COUNTERPARTIES, PARTNERS AND THIRD PARTIES

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

10.2. The Company strictly follows the principle of zero tolerance for Corruption in any form or manifestation in relations with Counterparties, partners and other third parties.

The Company expects its Counterparties and partners to share the Company's values and comply with applicable legislation, basic principles and rules of business conduct, understand the need to respect human rights, protect the environment and bear responsibility to the public.

10.3. The Company ensures transparent, fair and equitable selection of suppliers of goods, works and services in accordance with objective criteria, requirements of the legislation of the Republic of Uzbekistan and internal regulatory documents of the Company in the field of procurement activities.

The Company has also adopted procedures for checking Counterparties and partners for reliability, absence of reputational risks and compliance with the Company's principles and standards in the field of corporate ethics, business conduct and anti-corruption.

The Company reserves the right to refuse to interact with Contractors, partners and other third parties involved in corruption or other illegal activities that allow discrimination against its employees.

For Employees, these principles and rules mean::

- maintain objectivity and impartiality when interacting with Counterparties, partners and other third parties, as well as be guided by the principles of good faith, honesty, fairness and mutual respect, compliance with the norms of corporate ethics and the requirements of the legislation of the Republic of Kazakhstan Uzbekistan;
- to comply in good faith with the requirements of the Company's internal regulatory documents on the selection and verification of Counterparties, partners, investment objects, persons to whom financing is provided, including the assessment of the qualifications and reputation of a third party;
- comply in good faith with the requirements of the Company's internal regulatory documents regarding the conduct of contractual work and the inclusion in the contracts of relevant provisions aimed at protecting the Company's interests (anti-corruption clauses, etc.);
- in cases stipulated by contract work or legislation случаях обеспечивать , ensure that third parties provide appropriate documentary evidence of expenses incurred on behalf of the Company and in its interests;

- inform third parties about the standards Общества Corporate области корпоративной ethics, ведения business conduct and anti -corruption activities of the Company.

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

For Employees, these principles and rules mean::

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

10.6. Employees are representatives of the Company, so the Company's reputation depends on their professionalism and ethical actions in interacting with contractors, partners and third parties.

For Employees, these principles and rules mean::

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

11. INTERACTION WITH GOVERNMENT AGENCIES, ENTERPRISES AND INSTITUTIONS, AND GOVERNMENT OFFICIALS ЛИЦАМИ

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

For Employees, these principles and rules mean::

- strict compliance with the provisions of internal regulatory documents and applicable legislation in the process of interaction with Government officials, State bodies, enterprises or institutions;
- prohibition to offer and transfer any gifts, material values or other benefits to Public officials, including those who exercise control and supervisory functions in relation to the Company, on behalf of, on behalf of, or in the interests of Companies.

12. FAIR COMPETITION

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

For Employees, these principles and rules mean::

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

- interaction with competitors within the requirements established by law, including disclosure of Confidential Information of the Company to competitors such as prices, sales volume, tenders, profit, margin, costs, sales channels or other factors that determine or influence the Company's competitive behavior in order to achieve similar behavior from a competitor;
- prohibition of entering into agreements with competitors to restrict competition or business relations with suppliers, to submit fictitious bids for tenders, or to distribute customers, markets, territories, or product categories;
- prohibition of any actions affecting the pricing of goods when they are resold by the Company's buyers, as well as attempts to influence the restriction of import or export of goods supplied by the Company in this way. By the Company;
- prohibition of obtaining confidential information about competitors through industrial espionage, bribery, theft, etc.;
- prohibition to distribute knowingly false information about a competitor, its products or services;
- if you have any doubts about the permissibility of your actions, please contact your direct supervisor or the Law Office for clarification.

13. CORPORATE SOCIAL RESPONSIBILITY

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

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

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

Charitable, sponsorship and social activities The Company also aims to improve its corporate reputation and investment attractiveness.

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

- targeting and targeted use: charitable, sponsorship and social activities of the Company are aimed at solving specific tasks defined by the charity strategy Companies;
- контроль заExpenditure control: The Company monitors the expenditure of funds provided as charity, sponsorship and social assistance, including the intended use of the allocated funds, and also conducts timely and due verification of reporting materials;
- Transparency and disclosure of information: key information about charitable, sponsorship, and social assistance provided by the Company must be disclosed in open sources, в том including on the official website of the Company. Online site Companies.

14. REPORTING VIOLATIONS

14.1. Employees, Contractors of the Company and other persons if they receive information about actual or possible violations of this Code, doubts about the legality, legality or ethics of their actions Employees Companies should report o them through one of the following

communication channels::

- by phone + 99870 602-49-18;
- by email: info@biokimyo.uz;
- using the form posted on the official website Companies;
- direct supervisor (applicable only for Employees Companies);
- Chairman of the Ethics Committee of the Company/

14.2. The Company ensures registration, objective and timely consideration of all received communications in accordance with the procedure established by the Company's internal regulatory documents and the requirements of the legislation of the Republic of Kazakhstan. Uzbekistan.

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

14.4. The Company protects the interests of Employees and guarantees that it will not allow acts of harassment, including dismissal, demotion, discrimination, harassment, against Employees who have conscientiously reported suspicious behavior or possible violation of this Agreement. Code to others By an employee Companies.

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

15. ADVISING EMPLOYEES

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

15.2. The Ethics Commission provides advice by email when sending a question to the email address info@biokimyo.uz.

16. FINAL STATEMENTS PROVISIONS

16.1. This Code is an internal regulatory document of permanent effect and comes into force from the moment of its approval by the order of the Chairman of the Management Board of the Company and is valid until its cancellation or approval of a new version.

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

- when changing the legislation of the Republic of Uzbekistan and / or leading international practices in the field of ethics and business conduct, which entail the need to review existing procedures;
- when changing your strategy and goals Companies;
- when identifying ineffective measures and procedures, and if they need to be improved;
- when changing the Company's organizational structure or the specifics of its activities, etc .

16.3. All amendments and additions to this Code are put into effect by the order of the Chairman of the Management Board of the Company.