

“APPROVED»

by resolution of the general meeting of
shareholders

JSC "BIOKIMYO"

dated 25 June 2021, 2021

Chairman of the General Meeting
A. Tugizbayev

(print)

**POLICY
ANTI-CORRUPTION COMMITTEE
JOINT-STOCK COMPANY
«BIOKIMYO»**

(new version)

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1 BASIC FEATURES PROVISIONS

1.1 General provisions

1.1.1 Joint-Stock Company "BIOKIMYO" (hereinafter referred to as the "Company») It strives to adhere to consistently high standards of ethical, conscientious and socially oriented financial and economic management, paying special attention to the development, implementation and subsequent monitoring of the implementation of anti-corruption policies and procedures .

1.1.2 The Company's Anti-Corruption Policy (hereinafter referred to as the "Policy") is an internal regulatory document of the Company that defines the main principles and elements of the anti – corruption system, as well as measures aimed at preventing corruption and ensuring that Employees comply with the applicable international anti-corruption legislation and the anti-corruption legislation of the Republic of Uzbekistan.

1.1.3 The Company's anti-corruption initiatives are aimed at::

- prevention of corruption;
- detection, suppression and investigation of corrupt practices;
- minimization and / or elimination of the consequences of corruption actions.

1.2 Goals Policies

1.2.1 This Policy is designed to::

- confirmation of the Company's commitment to the principle of "zero tolerance" to corruption;
- creating and maintaining a corporate culture of rejection and inadmissibility of any corrupt actions in the Company;
- understanding of the Company's anti-corruption principles and requirements by Counterparties and the general public in order to reduce corruption risks;
- generalizations of principles, goals, objectives , and measures to minimize the risk of involvement Involvement of the Company and its Employees in corrupt activities.

1.3 Legal and methodological framework Policies

1.3.1 This Policy is based on the principles and norms contained in the following regulatory documents::

- Law of the Republic of Uzbekistan "On Combating Corruption" No. ZRU-419 of January 3 , 2017;
- Criminal Code of the Republic of Uzbekistan;
- Code of Administrative Responsibility of the Republic of Uzbekistan;
- United Nations Convention against Corruption, adopted on 31 October 2003 by Resolution 58/4 at the 51st plenary meeting of the 58th session of the United Nations General Assembly in rGeneva . New York City;
- Конвенция The OECD Convention on борьбе Combating Bribery должностных лиц of Foreign Officials in проведении International Business Transactions, adopted on 21 November 21 1997 , 1997 in Moscow. Istanbul.

1.3.2 The methodological foundations of the Policy are:

- International standard ISO 37001: 2016 " менеджмента Anti-corruption management systems-Requirements and recommendations for application".

2 REGION APPLICATIONS

2.1.1 The principles and requirements of this Policy are mandatory for all Employees, regardless of their position.

2.1.2 Each Employee, including members of the Company's Management Board, when applying for a job in the Company and in other cases stipulated by this Policy, must read this Policy under signature and comply with its provisions.

2.1.3 Other internal regulatory documents of the Company should not contradict this Policy. In the event of a conflict, this Policy преимущественную will prevail.

3 DEFINITIONS OF TERMS AND ABBREVIATIONS

3.1.1 Terms and definitions entered:

A shareholder – is an owner of a share, a participant in a joint-stock company, who has the right to receive dividends from its activities. Shareholders can be both individuals and legal entities.

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

Close relatives – persons who are related or related to the Employee, i.e. parents, blood and half-brothers and sisters, spouses, children, including adopted (удочеренные), 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 the Republic of Uzbekistan or a foreign state, 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 – public authorities, citizens' self-government bodies (including ministries, services, agencies and departments) and their structural subdivisions, as well as all legal entities directly or indirectly controlled by the state.

Subsidiary company (ДООД) – an organization or enterprise in the authorized capital of which there is a share of BOKIMYO JSC, or which is under direct or indirect control of BOKIMYO JSC in accordance with the agreement concluded between such organization or enterprise and BOKIMYO JSC or on other grounds.

Bona fide communication – communication of an Employee or other person through accessible channels of informing about Corrupt Actions related to the Company or its Employees, in which such Employee / person is genuinely convinced that the information provided by them is justified.

Business hospitality signs – expenses of third parties for or in the interests of Employees, related to the establishment and / or maintenance of cooperation, carried out in the course of conducting activities, including third-party expenses for business dinners, transportation expenses, accommodation expenses, entertainment, etc.

Counterparty – any физическое 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.

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 a conflict arises or may arise between the Employee and the Employee. Personal interest Employee's rights and legitimate interests of the Company.

Corruption offense – an act that has signs of corruption, for which the Applicable anti-corruption legislation provides for liability.

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 of their official position by an Employee contrary to legitimate interests Of the Company, в том including for the purpose of obtaining Illegal benefits for yourself or third parties;
- mediation in bribery or commercial bribery, including the transfer of illegal benefits to the recipient, or assistance to the recipient or transferor in reaching or implementing an agreement between them on receiving and giving illegal benefits;
- other actions / omissions of Employees that contain signs of corruption or contribute to its commission, including manifestations of a conflict of interests.

Corruption – illegal use by a person of his official or official position for the purpose of obtaining material or non-material benefits in his personal interests or in the interests of other persons, as well as illegal provision of such benefits.

Personal interest – the interest of an Employee and/or his Close relative 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).

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.

Illegal benefit – money or other property or property rights, benefits, benefits, services, intangible assets, any other material or non-material benefit that is promised, offered, provided or received without legal grounds.

The company is a joint-stockcompany "BIOKIMYO".

Payments for simplification of formalities – денежные money or other property, benefits, services, intangible assets, any other material or intangible benefit that is unlawfully provided in order to ensure or speed up the implementation of the standard procedure for performing established procedures or actions that are not provided for by the relevant legislative and regulatory norms and rules.

Politics is a real Anti-corruption policy.

Applicable anti-corruption legislation – the anti-corruption legislation of the Republic of Uzbekistan, the international anti-corruption legislation ratified by the Republic of Uzbekistan, and the anti-corruption legislation of the States in which the Company operates.

Anti-corruption system – a system of interrelated elements specified in section 5 of this Policy aimed at combating corruption.

Employees – for the purposes of this Policy, 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.

3.1.2 The terms used but not defined in this Policy 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 Uzbekistan.

4 KEY PRINCIPLES OF COUNTERACTION CORRUPTION

4.1 The principle of "zero tolerance" to corruption

4.1.1 In the course of conducting its business, including in the framework of interaction with Counterparties, Government agencies, enterprises or institutions, and Government должностными officials and other persons The Company adheres to the principle of rejection of any forms and manifestations of corruption действий (the principle of "zero tolerance" to corruption).

For Employees, this means an obligation not to commit Corruption, including: :

- not offer, promise, authorize, to transfer monetary funds or other property or property rights, advantages, privileges, services, intangible assets, any other benefits of the intangible or not of a monetary nature of a Public official (the bribe, bribery), representatives of commercial organizations (commercial bribery) or any other person with the aim to influence on his actions (provide inaction) and encourage you to perform your job duties improperly and / or gain an inappropriate commercial advantage for your employees. Companies;
- don't make payments to simplify formalities;
- not require, solicit or request and to agree to receive or to obtain cash or other property or property rights, advantages, privileges, services, intangible assets, any other benefits of the intangible or non-monetary nature from any person for the purpose of illegal use of their official position contrary to the legitimate interests of the company, including for the purpose of receiving the above tangible and intangible assets for themselves or third persons;
- not to mediate in bribery or commercial bribery, including not to transfer the above-mentioned tangible or intangible assets to the recipient, or to assist the recipient or передающему transferor in reaching or implementing an agreement between them to receive the above-mentioned tangible or intangible assets;
- do not commit other actions / omissions of Employees that contain signs of corruption or contribute to their commission, including manifestations of a conflict of interests.

4.2 The principle of legality

4.2.1 Anti-corruption measures in the Company are implemented in accordance with the requirements of the legislation of the Republic of Uzbekistan, international legislation ratified by the Republic of Uzbekistan, and taking into account the applicable world leading anti-corruption practices, as well as in strict accordance with internal regulatory documents

Companies.

4.2.2 The Company and its Employees are obliged to comply with the legislation of the Republic of Uzbekistan, as well as the requirements in the field of anti-corruption of international acts and regulations of foreign states in the territory of which the Company conducts or plans to conduct activities.

4.3 The principle of preventive, systematic and integrated anti-corruption measures implemented

4.3.1 The Company gives priority to the implementation of preventive measures and procedures aimed at eliminating the causes and conditions that contribute to the commission of Corruption actions and the implementation of corruption risks.

4.3.2 The Company strives to make anti-corruption measures and procedures as transparent, clear, feasible and reasonably responsive to the identified risks.

4.3.3 The implemented anti-corruption measures and procedures are integrated into the anti-corruption system integrated into all areas of the Company's activities.

4.4 The principle of openness and transparency

4.4.1 The Company informs Employees, Contractors, partners and the public about the adopted anti-corruption principles and requirements, including by posting this Policy and publishing on a periodic basis an overview of the main implemented anti-corruption measures and achieved results in free access on the Company's official website and on the Company's official pages in social networks.

4.5 The principle of due diligence

4.5.1 The Company makes reasonable efforts to minimize the risk of business relations with persons who may be involved in corrupt activities. In order to implement this principle, before making a decision on starting or continuing business relations, the Company checks Counterparties for reliability. Such an audit is also aimed at identifying corruption risks associated with relations with foreign companies. Counterparties.

4.5.2 Before making a hiring decision or entering into a civil contract, the Company checks the business reputation of candidates for employment, including for the absence of corruption risks and conflicts of interest.

4.6 The principle of responsibility and the inevitability of punishment

4.6.1 Employees, regardless of their position, length of service, status or other factors, are personally responsible for compliance with the principles and requirements of this Policy and Applicable Anti-Corruption Legislation.

4.7 The principle of confidentiality and non-retaliation

4.7.1 The company shall guarantee that no sanctions, including dismissal, demotion, the deprivation of compensation, discrimination, harassment, stalking, will not apply to Employees who refused to commit Corruption or other actions that would violate Applicable anti-corruption laws or this Policy, even if the result of such refusal the company has not received commercial and/or competitive advantages and/or suffered losses.

4.7.2 The Company also considers it unacceptable to apply any retaliatory measures to Employees who have reported in good faith about a Corrupt act or a possible violation of the anti-corruption principles and requirements of this Policy. Policies Of another Employee Companies.

4.7.3 The Company ensures the confidentiality and protection of information obtained through the channels of informing about violations.

4.8 The principle of continuous improvement of the anti-corruption system

4.8.1 The Company pays special attention to continuous improvement of the anti-

corruption system in order to increase its effectiveness.

4.8.2 The Company encourages its Employees to propose recommendations and measures to improve the anti-corruption system Companies.

5 ELEMENTS OF THE COUNTERACTION SYSTEM CORRUPTION

In an effort to ensure the effectiveness of Anti-Corruption activities, the Company pays special attention to the development of the following main elements of the anti-corruption system::

5.1 Availability of fundamental anti -corruption documents

5.1.1 The Company's anti-corruption system is based on the principles and requirements set out in this Policy, the Company's Anti-Corruption Program, the Code of Ethics, and Regulations on the procedure for dealing with conflicts of interest, developed taking into account the Applicable anti-corruption legislation and the world's leading anti -corruption practices.

5.2 "Tone from above»

5.2.1 Members of the Supervisory Board and the Management Board of the Company, as well as heads of structural divisions (departments, workshops, etc.) should form a personal example of the Company's employees. Employees 'uncompromising attitude to any forms and manifestations of corruption and thus contribute to the creation of a standard of ethical behavior and a corporate culture of "zero tolerance" to corruption in the Russian Federation. The society.

5.2.2 Members of the Supervisory Board and the Management Board of the Company, as well as heads of structural divisions (departments, workshops, etc.) demonstrate leadership in building and implementing an effective anti-corruption system by::

- actively participate in the development, implementation, monitoring and improvement of anti-corruption measures;
- implementation of general ongoing control over the implementation and operational effectiveness of the anti -corruption system;
- external and internal communication, including advising subordinate employees on anti-corruption issues and the need to comply with relevant norms and requirements (including through periodic speeches, mailings, and publications);
- providing the necessary material and technical resources for the implementation of anti-corruption measures.

5.2.3 The Company makes reasonable efforts to prevent persons who were previously involved in illegal activities, including corruption, from being appointed to the positions of members of the Supervisory Board and the Management Board, as well as heads of structural divisions of the Company (departments, workshops, etc.) противозаконную, в том числе коррупционную .

5.3 Identification and assessment of corruption risks

5.3.1 The Company regularly (at least once every two years, as well as as necessary) conducts мероприятия по measures и оценке/переоценке коррупционных рисков в порядке, установленном to Методолоidentифии поand assess/reassess corruption risks in the orderof theдентификации и оценке коррупционныCompany'сисков Oemployeeесства.

5.3.2 As part of the identification and assessment/reassessment of corruption risks, the specifics of the Company's organizational structure are taken into account and all areas of activity are analyzed in order to determine the processes most susceptible to corruption risk, including taking into account the existing anti-corruption controls and procedures на for their sufficiency to reduce the identified risks.

5.3.3 The Company pays special attention to the risks specific to the regions where it

operates, and also takes into account in the assessment the full range of information about development plans, including investment and strategic projects, as well as changes in legislation, the political and economic situation, and other external factors that may affect the Company's operations. Companies.

5.3.4 The risk identification and assessment process involves the heads of the relevant divisions of the Company, with the active support of the Compliance Service, which coordinates the process and prepares generalized assessment results.

5.3.5 The results of the assessment/reassessment of corruption risks are submitted for consideration by the Company's Management Board and serve as a basis for improving the Company's anti-corruption measures and procedures and developing an Anti-Corruption Program for the relevant period.

5.3.6 Taking into account the Company's commitment to the principle of "zero tolerance" to corruption, it recognizes the need to manage corruption risks regardless of the probability of their occurrence and the degree of impact on the public. Society.

5.4 Anti-corruption procedures

5.4.1 Based on the results of the risk assessment/reassessment, the Company implements anti-corruption controls and procedures in its processes and activities that are commensurate with the identified risks.

5.4.2 The implemented anti-corruption procedures are specified in Section 6 of this Policy, as well as reflected in the Anti-Corruption Program and are fixed by other internal regulatory documents. Companies.

5.5 Availability of persons and departments responsible for combating corruption

5.5.1 In order to build an effective anti-corruption system, a Compliance Service is being created in the Company .

5.5.2 The Compliance Service is subordinate to the Chairman of the Management Board and the Supervisory Board of the Company. The council.

5.5.3 Employees of the Compliance Service have the necessary experience and competencies, as well as have the independence, authority and resources sufficient to perform their functions, effectively implement and improve the anti-corruption system. Companies.

5.5.4 The Compliance Service also performs the following functions::

- Prevention and counteraction of corruption actions in the Russian Federation The Company;
- Organization, coordination and generalization of corruption risk assessment results;
- Development and improvement of anti-corruption policies, procedures, guidelines, and proposals for amendments to the Company's internal regulatory documents ;
- Development of training programs and direct training of Employees on anti - corruption issues;
- Advising Employees on anti -corruption issues;
- Participation in the investigation Corruption actions, в том including when considering issues of bringing employees to justice for committed offenses;
- Monitoring the implementation of anti-corruption measures and procedures in the Company;
- Assessment of sufficiency, proportionality and relevance of existing anti-corruption measures and procedures in the Company, as well as taking measures to improve them;
- Preparation of regular reports on the current state of the Company's anti-

corruption system for the Company's Supervisory Board and Management Board;

- Other powers established by the legislation and internal regulatory documents Companies.

5.5.5 In addition to the Compliance Service, other Employees and divisions also participate in the process of forming an effective anti-corruption system in the Company. The responsibilities of responsible Employees and departments for implementing anti-corruption measures are stipulated in the Company's internal regulatory documents.

5.6 Information, communication and consulting services

5.6.1 With the aim of reducing corruption risks and raising awareness of Employees and Контрагентов, а также широкой общественности об This Policy and some other anti-corruption policies of the Company are posted on the Company's official website and on the Company's official social media pages.

5.6.2 The Company makes reasonable efforts to inform and explain the norms of the Applicable anti-corruption legislation and the Company's anti-corruption principles and requirements to Employees and Counterparties by::

5.6.3 conduct regular and systematic anti -corruption training and testing:

- for new Employees – within 60 days from the date of employment;
annually for all Employees in order to maintain knowledge and skills in the field of anti-corruption at the proper level;
- if significant changes are made to anti-corruption measures, policies and procedures – for Employees who are subject to the relevant anti-corruption measures, policies and procedures;
- in case of detection of deficiencies in the anti -corruption system, том including insufficient knowledge and skills of Employees in the field of anti-corruption – for Employees who committed violations of anti-corruption principles and procedures provided for in this Policy and other internal regulatory documents of the Company; for Employees who failed to pass testing based on the results of training and in other applicable cases;
- special training and testing on вопросам anti -corruption issues – for employees holding positions with a high risk of corruption and positions related to anti-corruption control functions;

5.6.4 conducting anti-corruption campaigns with the use of thematic audio and video clips and other informational materials aimed at raising Employees 'awareness of the anti-corruption measures implemented in the Company and with the aim of forming a culture of "zero tolerance" to corruption;

5.6.5 providing available каналами communication channels for reporting on Corruption actions related to the Company, its Employees or Counterparties, etc. (details are specified in Section 7 of this Policy). Policies);

5.6.6 inclusion of anti-corruption provisions in employment contracts Employees;

5.6.7 informing Counterparties about the adopted anti-corruption principles and requirements of the Company, including by including Anti-Corruption clauses in contracts with them;

5.6.8 holding media briefings on anti-corruption measures implemented in the Company, etc .

5.7 Monitoring, control and reporting on anti-corruption issues

5.7.1 The Company monitors and controls compliance with the implemented anti-corruption requirements and procedures, as well as assesses their effectiveness, adequacy and proportionality, including: :

- analysis of the impact of changes in the Company's activities, its organizational and functional structure and other external and internal factors on the Company's anti-corruption system and the need for its adjustment, including ensuring its compliance with the requirements of the legislation of the Republic of Uzbekistan;
- regular monitoring on a sample basis (in accordance with the approved plan) of the Company's internal processes to identify ineffective anti-corruption measures and procedures in order to improve them and ensure the reliability and effectiveness of the Company's anti-corruption system;
- conduct internal and / or external audits to monitor Employees ' compliance with anti-corruption principles and requirements Companies;
- control over timely and proper implementation of anti-corruption measures assigned to the Compliance Service and other structural divisions Companies.

5.7.2 The results and results of measures to monitor and control the anti-corruption system are reflected in:

- quarterly reports for Management Boards;
- annual reports to the Management Board, Supervisory Board and Shareholder;
- reports on the results of internal and / or external audits submitted to the Chairman of the Management Board and / or the Supervisory Board.

5.7.3 The content of reports is determined by internal regulatory documents Companies. Key results of the Company's anti-corruption activities may be published on the Company's official website.

5.7.4 The Company regularly conducts internal and external audits of its financial and economic activities, as well as continuously monitors the completeness and correctness of accounting records of all business transactions and compliance with the requirements of applicable legislation and internal regulatory documents Companies.

5.8 Responding to identified violations and bringing them to justice

5.8.1 Taking into account the principle of responsibility and the inevitability of punishment, all Employees are personally responsible for compliance with the principles and requirements of this Policy, other anti-corruption policies and procedures of the Company, as well as Applicable anti-corruption legislation.

5.8.2 An internal investigation is initiated in accordance with the Company's internal regulatory documents for reports related to Corruption actions sent to the Helpline or through other channels of informing about violations, as well as for each reasonably justified suspicion or established fact of committing Corruption actions in the Company. Companies.

5.8.3 Employees who violate the established anti-corruption principles and requirements of the Company and the Applicable anti-corruption legislation are brought to disciplinary, administrative, civil or criminal liability in accordance with the procedure and on the grounds provided for by the legislation of the Republic of Uzbekistan and internal regulatory documents Companies.

5.8.4 Members of the Company's Management Board, as well as heads of its structural divisions (departments, workshops, etc.) are responsible for committing corruption offenses, both for themselves and for persons under their control.

5.8.5 In case of detection Corruption actions in the Russian Federation Обществе The Company analyzes the reasons and opportunities for their commission and, if necessary, improves the implemented anti-corruption measures and procedures.

5.8.6 The Company cooperates with law enforcement and other State bodies, enterprises or institutions in order to identify and investigate Corrupt practices and apply sanctions against Employees of the Company who have committed a corruption offense.

5.9 Communicating anti-corruption principles and procedures to Subsidiaries

5.9.1 The Company makes reasonable efforts to ensure that the key anti-corruption principles and requirements established by it are also observed in its Subsidiaries and joint ventures.

5.9.2 In order to translate anti-corruption principles and procedures into Subsidiaries, Society:

- initiates the implementation of anti-corruption policies and procedures in Subsidiaries similar to those in force in the Russian Federation. The Company;
- initiates the appointment of employees in Subsidiaries who are responsible for combating corruption and interacting with the public. By the Company;
- performs operational consulting and interaction with Subsidiaries on issues of information, training in the field of anti -corruption, оценки risk assessment, as well as on other issues that may arise in the activities of Subsidiaries in terms of anti -corruption;
- performs periodic monitoring and verification of compliance with anti-corruption principles and requirements in Subsidiaries, as well as evaluating the effectiveness of the anti-corruption system of Subsidiaries as a whole, etc.

6 ANTI-CORRUPTION MEASURES PROCEDURES

6.1 Managing conflicts of interest

6.1.1 Employees of the Company, when performing their official duties and representing the interests of the Company, should be guided by the principles of good faith and integrity, not use their official position in private interests and avoid situations that may lead to a conflict of interests.

6.1.2 The Company has adopted Regulation on the procedure for dealing with conflicts of interest, which sets out the process of identifying situations of conflict of interest, the procedure and those responsible for their consideration and resolution. In particular, it provides for:

- disclosure of information about the presence/absence of a conflict of interest when applying for a job;
- disclosure of information about the presence/absence of a conflict of interest during rotation or appointment to a new position;
- annual declaration of information on the presence/absence of a conflict of interest;
- disclosure of information about the existence of conflicts of interest as they arise.

6.1.3 The Company ensures objective and timely consideration of all declared and identified situations of conflict of interests in accordance with the procedure established in the Company's Charter.Regulation on the procedure for dealing with conflicts of interest Companies.

6.2 Interaction with counterparties and third parties

6.2.1 Following the principle of due diligence, the Company strives to cooperate with Contractors who share its anti-corruption principles and strictly comply with the requirements of the applicable anti-corruption legislation.

6.2.2 The Company does not engage suppliers, contractors and other third parties (including traders, trading houses, etc.) to make any payments and / or actions that contradict the principles and requirements of this Policy, as well as create a corruption risk.

6.2.3 In its relations with Counterparties, the Company adheres to the principles of legality and transparency, ensuring fair, open and transparent selection of suppliers, contractors and other Counterparties based on the use of objective selection criteria, as well as a transparent

procedure for determining the cost of purchased goods, works and services, which are regulated by applicable legislation and internal regulatory documents Companies.

6.2.4 When interacting / cooperating with Counterparties Society:

- performs проверку a trustworthiness check on potential clients. Contractors, в том including for committing corruption offenses in the past, having a conflict of interest with Employees and the Company, and other corruption risks;

- informs potential Counterparties (the winner of the tender, the tender and the purchasing counterparty under direct contracts.) on their anti-corruption principles and requirements by including an Anti-Corruption Clause in the treaties.

6.2.5 The Company applies counterparty verification procedures also in the context of investment and innovation activities, namely, when the Company purchases or sells shares in any legal entities, creates joint ventures, or provides financing for innovative projects. Verification procedures include not only studying the object of acquisition / partner / recipient of financing, its owners and management, but also checking the purpose and procedure for executing the transaction for compliance with the requirements of this Policy and Applicable anti-corruption legislation.

6.2.6 The Company is prohibited from entering into any agreements (written or oral) with Counterparties that are not included in the main text of the agreement, its appendices, or are not confirmed in any other prescribed form, and have not passed the approval procedures adopted by the Company. Any concluded contract must fully contain all the terms and conditions and agreements of the parties.

6.2.7 If there are situations of inducement to commit Corruption acts on the part of Contractors, Employees are required to immediately inform their immediate supervisor, the Compliance Service, or through channels of informing about violations (including the "Helpline").») Companies.

6.3 Interaction with Government agencies, enterprises or institutions and Government officials лицами

6.3.1 Interaction of Employees with State bodies, enterprises or institutions and State officials is carried out strictly in accordance with the principles and requirements set out in this Policy, other internal regulatory documents of the Company and provided for by the legislation of the Republic of Kazakhstan. Uzbekistan.

6.3.2 Society does not directly or through intermediaries illegal payments to Public officials and/or their relatives (including their interests) with the aim of obtaining any improper advantage in connection with the activities of the Society, including by providing them with monetary rewards and the costs of such persons to stay, transportation, food, entertainment, public relations campaigns, providing them with loans, the provision of free services and other rewards.

6.3.3 If there are situations of inducement of the Company's Employees to commit Corruption actions on the part of State Officials exercising control and supervisory functions in relation to the Company, the Company's Employees must immediately inform their immediate supervisor, the Compliance Service or through channels of informing about violations (including the "Helpline"). ») The Company, as well as to the " hotline" of the relevant State body, enterprise or institution, or directly to law enforcement agencies.

6.3.4 If State officials violate the procedure for carrying out control and supervisory measures in relation to the Company, the Company uses ways to appeal against the actions taken by the Company. State должностных officials provided for by the legislation of the Republic of Tajikistan Uzbekistan.

6.4 Gifts and entertainment expenses

6.4.1 Employees are entitled to give and receive business gifts, as well as carry out representation expenses and accept business hospitality signs, provided that they fully comply with the principles and requirements set out in this Policy, other internal regulatory documents of the Company and the legislation of the Republic of Uzbekistan.

6.4.2 All gifts provided or received by Employees in the course of their official duties, as well as representation expenses paid by them and business hospitality signs accepted, must meet the following criteria::

- be reasonably justified, proportionate and implemented within the limits set out in internal local documents Companies;
- be directly related to the legitimate goals of the Company's activities (for example, it is carried out within the framework of traditional, national and professional holidays);
- they should not be expressed in the form of cash/non-cash funds or their equivalents and should not be considered luxury items;
- he they should not be hidden illegal remuneration for the purpose of obtaining any illegal benefits in connection with the activity Companies;
- they should not create a reputational risk for the Company in the event of disclosure of information about the provision or receipt of any gift, performance of representative expenses or acceptance of business hospitality signs.;
- they must meet the internal requirements of the organization where the gift is being given to the employee or for which representation expenses are being paid.

6.4.3 Additional requirements, permissible limits for giving and receiving business gifts, business hospitality signs, and performing representative expenses are reflected in internal local documents. Companies.

6.5 Financing of political activities

6.5.1 The Company does not finance political activities and does not support in any other way political organizations, parties, movements and initiatives, their candidates and members, election and campaign campaigns and other political events.

6.5.2 At the same time, employees have the right to personally engage in political activities, to be members of political parties and movements, provided that such participation:

- does not contradict this Policy, other internal regulatory documents of the Company and the legislation of the Republic of Kazakhstan Uzbekistan;
- it is carried out at the expense of Employees in their free time;
- It is not connected with the Company and/or its activities, does not damage the Company's reputation, and is not carried out for the purpose of obtaining undue benefits for the Company. Companies;
- does not contradict the rights and obligations of Employees in the performance of their official duties;
- in case of implementation By the Company of deductions from wages платы Employees

for purposes related to political activity, such deductions are made only in the presence of a written application of the Employee.

6.6 Charity and sponsorship

6.6.1 The Company carries out charitable and sponsorship activities in strict compliance with the principles and requirements set out in this Policy, other internal regulatory documents of the Company and the legislation of the Republic of Uzbekistan.

6.6.2 Charitable and sponsorship assistance provided by the Company is carried out for the purpose of providing support to charitable and non-governmental organizations and

foundations, social facilities and certain groups of the population and does not constitute a hidden form of illegal remuneration for the purpose of obtaining any illegal advantages in connection with the Company's activities.

6.6.3 The Company makes reasonable efforts to control the targeted use of charitable and sponsorship assistance provided, and publishes basic information about the assistance provided on its official website. An Internet site.

6.6.4 Directions/goals, procedures for reviewing, approving, and providing charitable and sponsorship assistance by the Company are reflected in the Charity and Sponsorship Policy Companies.

6.6.5 At the same time, Employees have the right to personally engage in charitable and sponsorship activities, subject to the conditions specified in clause 6.5.2 of this Policy. Policies.

6.7 Recruitment, promotion, financial incentives

6.7.1 The process of selecting and evaluating the performance of the Company's Employees, including the payment of bonuses, setting allowances and other types of remuneration, is transparent, equal and objective for all Employees and complies with the principles and requirements set out in this Policy, other internal regulatory documents of the Company and the legislation of the Republic of Uzbekistan.

6.7.2 The Company strives to prevent employment relations with persons who have participated in corruption or other activities that are contrary to the ethical principles established in the Company and/or the requirements of this Policy. Policies.

6.8 Keeping records

6.8.1 The Company complies with the requirements of the legislation of the Republic of Uzbekistan in the field of accounting and tax accounting and reporting.

6.8.2 The Company ensures that all financial transactions are reflected and documented in accounting records in a reliable, correct and sufficiently detailed manner, as well as access to relevant documents for verification. The Company does not perform operations and does not use documents that are not reflected in accounting records or incorrectly reflect the nature of operations.

6.8.3 Distortion or falsification of the Company's accounting, management and tax reports, absence or insufficient detail of primary accounting documents, illegal corrections in documents and reports, as well as deliberate damage or destruction of such documentation before the established deadline, including for the purpose of concealing corrupt payments, are prohibited in the Company.

6.8.4 In accordance with internal regulatory documents and in accordance with the legislation of the Republic of Uzbekistan, the Company has identified an Employee who is personally responsible for preparing and submitting complete and reliable accounting statements.

7 REPORTING VIOLATIONS

7.1.1 Employees, Contractors of the Company and other persons if they have doubts about the legality, legality or ethics of their actions Employees Companies, including those suspected of corrupt practices, must report them through one of the following information channels::

- by phone + 95 177 30 73;
- by email info@biokimyo.uz;
- by mail 112004, Tashkent region, rUzbekistan Yangiyul, Kimegar str., 1;
- using the form posted on the official website Companies;

- to the direct manager (applicable only for Employees of the Company);
- directly to the Compliance Service
- to law enforcement agencies.

7.1.2 The Company ensures registration, objective and timely consideration of all reports of Corruption actions in accordance with the procedure established by the Company's internal regulatory documents and the requirements of the legislation of the Republic of Uzbekistan.

7.1.3 Applications submitted anonymously are also accepted for consideration. However, in such a case, the applicant, who wishes to remain anonymous, acknowledges that:

- The Company will not be able to contact the applicant to obtain additional information and provide feedback on the received message;
- The Company may be restricted in its ability to conduct a full and comprehensive review of the message if the information provided is incomplete.

7.1.4 The Company, including Employees responsible for accepting, processing and reviewing reports of Corruption actions, within the limits of their powers and available capabilities, ensure the confidentiality of the person who provided reliable information about the Corruption Action (except for cases stipulated by the legislation of the Republic of Kazakhstan). Uzbekistan).

7.1.5 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 conscientiously reported suspicious behavior or possible violation of anti-corruption principles and requirements of this Policy by another Employee Companies.

7.1.6 Reporting knowingly false information, perjury or defamation is considered a violation of this Policy. Policies and an example of unethical behavior, and the Employee who provided such a message may be held accountable in accordance with the legislation of the Republic of Uzbekistan and internal regulatory documents. Companies.

8 ADVISING EMPLOYEES

8.1.1 If Employees have any questions related to the requirements of the Applicable Anti-Corruption legislation, the provisions of this Policy. Policies or other anti-corruption measures and procedures However, they can contact their direct supervisor and / or the Compliance Service for advice .

8.1.2 The Compliance Service provides advice in the following order::

- By email when sending a question to the email address: info@biokimyo.uz;
- By phone during business hours: +99870 6024397;
- Personally to the head of the compliance service.

9 PROCEDURE FOR MAKING CHANGES

9.1.1 This Policy is an internal regulatory document of permanent effect and comes into force from the moment of its approval at the General Meeting of Shareholders. It is valid until its cancellation or approval of a new version.

9.1.2 This Policy is subject to review and adjustment in the following cases::

- when changing the legislation of the Republic of Uzbekistan and / or leading international practices in the field of anti-corruption, which entail the need to review existing anti-corruption policies and procedures;
- when identifying ineffective anti-corruption measures and procedures and if it is necessary to improve the set of measures aimed at preventing and combating corruption in the

company's activities Companies;

— when changing the Company's organizational structure or the specifics of its activities, etc .

9.1.3 In order to monitor the need to make changes to this Policy, the Head of the Compliance Service and the Legal consultant Companies review this Policy at least once a year for compliance with the legislation of the Republic of Uzbekistan and leading international practices in the field of anti-corruption, as well as the Company's activities, and, if necessary, prepare a draft of a new version of the Policy, which is submitted for consideration by the General Meeting of Shareholders. Companies.

9.1.4 All changes and additions to this Policy are put into effect by a decision of the General Meeting of Shareholders. Companies.