

Code of Ethics of the Ministry of Mining Industry and Geology

1. General Provisions

1.1. The Code of Ethics of the Ministry of Mining Industry and Geology (hereinafter referred to as the Ministry) is intended to regulate the professional culture of the Ministry's employees (hereinafter referred to as the employees). It defines behavioral standards, appearance, and dress code to be adhered to both during and outside of official duties.

This Code aims to foster a high level of professional culture in public service, enhance respect and trust in public service among the public, and prevent actions contrary to the Code of Conduct.

1.2. This Code has been developed in accordance with the recommendations of international organizations engaged in anti-corruption activities, global best practices, and the requirements of the ISO 37001:2016 international standard. It aligns with the Laws of the Republic of Uzbekistan "On Civil Service" and "On Conflict of Interest," as well as Resolution No. 595 of the Cabinet of Ministers of the Republic of Uzbekistan dated October 14, 2022, "On Additional Measures to Ensure Compliance with Public Servants' Conduct Rules."

1.3. The following key definitions are used in this Code:

Code — this Code of Conduct.

Counterparty — any individual or legal entity (including its branches and/or representations) entering into contractual relations with the Ministry, excluding employees.

Subordinate Enterprises — companies with the Ministry's participation in their authorized capital, as well as state institutions and enterprises within the Ministry's system.

Confidential Information — information restricted in access under the legislation of the Republic of Uzbekistan and/or internal regulatory documents of the information owner, including:

State Secrets — information with a high degree of secrecy protected by the state;

Commercial Secrets — information of commercial value, with protection measures implemented by the owner;

Official Secrets — data in science, technology, geology, production, and management, whose disclosure could harm the Ministry's interests.

Conflict of Interest — a situation in which an employee's personal interest (direct or indirect) affects or may affect the performance of their official duties, creating a conflict between their personal interests and the legitimate interests and rights of the Ministry.

Personal Interest — the interest of an employee or their close relatives associated with the potential receipt of money, property, property services, work results, or other benefits.

Corrupt Actions:

Illegal offering, promising, granting, or receiving of material benefits by an employee to influence the actions or inactions of public and commercial servants in favor of the Ministry or to gain commercial advantages;

Abuse of official powers for personal gain for oneself or third parties;

Participation in mediation in bribery and corruption.

State Bodies, Enterprises, and Institutions — state authorities (ministries, state committees, services, agencies), as well as legal entities under state control.

Ethical Standards for Civil Servants — a set of mandatory ethical norms adhered to by public servants.

Employees — individuals performing their official duties for the Ministry under employment contracts.

Affiliated Persons — close relatives of employees and legal entities in which these relatives hold a share in the authorized capital or act as managers.

Close Relatives — family members of an employee, including parents, siblings, spouses, and children.

1.4. Terms not defined in this Code are used in the same sense as in other internal regulatory documents of the Ministry and the legislation of the Republic of Uzbekistan.

2. Principles of the Code of Conduct

2.1. Employees of the Ministry must adhere to the following principles in their professional activities:

Legality;

Loyalty to the Motherland and dedication to official duties;

Prioritization of citizens' rights, freedoms, and legitimate interests;

Loyalty to the interests of the state and society;

Fairness, honesty, and objectivity;

Zero tolerance for corruption and active opposition to corrupt practices;

Strict adherence to confidentiality;

Prohibition of abuse of official powers;

Avoidance of conflicts of interest.

2.2. In exercising their powers, employees of the Ministry shall be guided by the Constitution, laws of the Republic of Uzbekistan, acts of the President and Cabinet of Ministers of the Republic of Uzbekistan, this Code, and the Ministry's internal regulatory documents.

3. Objectives of the Code of Conduct

3.1. This Code is developed to:

Create a regulatory document that systematizes ethical rules of conduct for Ministry employees.

Establish high professional and ethical standards for employees.

Foster a collective culture and support an atmosphere of mutual respect and trust.

Inform individuals and legal entities about the Ministry's behavioral rules and regulate adherence within the framework of cooperation.

Strengthen the Ministry's reputation as a fair and reliable partner.

3.2. This Code is implemented to ensure honest and conscientious performance of duties by employees.

3.3. The Code aims to prevent violations, eliminate causes and conditions contributing to offenses, as well as nurture legal awareness among employees and develop high professional and ethical standards.

4. General Rules of Conduct for Ministry Employees in Professional Activities and Beyond

4.1. Regardless of their position, employees are required to observe the following rules:

Refrain from actions that may undermine the reputation of public service and consistently uphold moral standards.

Perform official duties conscientiously and with the required level of professional competence while continuously improving qualifications.

Effectively exchange knowledge with colleagues, maintain high standards of communication on work-related issues, and assist colleagues in handling complex tasks.

Act within the scope of authority as defined by job descriptions, the legislation of the Republic of Uzbekistan, and internal regulatory documents of the Ministry.

Display courtesy, respect, and attentiveness, earning the trust and respect of citizens toward the state.

Make responsibility, dedication to the profession, and honesty a daily motto.

Timely and effectively execute decisions and assignments made by higher authorities and officials within their competence.

Comply with established legal and internal regulatory documents, including restrictions and prohibitions, particularly regarding corruption.

Observe general moral norms and this Code of Conduct beyond work hours, fostering a healthy family atmosphere, caring for family members, and instilling patriotism and high moral qualities in children.

Interact with citizens equally, sincerely, respectfully, and honorably, regardless of their social background, economic status, or other factors.

Uphold commonly accepted societal moral standards.

4.2. The leadership of the Ministry and heads of structural divisions must:

Set an example of adherence to this Code.

Be paragons of high professional competence, integrity, and fairness.

Take necessary measures to establish a collective culture characterized by high professional competence, diligence, and fairness.

Ensure employees are familiar with and understand the Code.

Be attentive to employees' questions, suggestions, and complaints, and address issues that arise during the performance of official duties.

5. General Rules of Professional Culture and Ethics

5.1. Ministry employees must:

Avoid actions or inactions leading to discrimination based on gender, race, nationality, citizenship, language, religion, social origin, beliefs, personal or social status.

Be honest, fair, and modest, demonstrating courtesy, goodwill, and sincerity in communication with citizens.

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

Refrain from actions (or inactions) that harm the interests of the state and society or reduce the effectiveness of public bodies and institutions.

Take measures to prevent public criticism regarding their behavior and moral qualities, using constructive criticism to address shortcomings and improve performance.

Not misuse their official position to influence the personal affairs of individuals or legal entities.

Neither accept nor offer material benefits for fulfilling or failing to fulfill official duties.

Ensure the safekeeping of state property and use entrusted assets solely for official purposes.

Strictly observe service discipline and utilize work time rationally and effectively.

Continuously enhance the quality of their activities in line with the needs of state service consumers.

Avoid legal violations subject to disciplinary, administrative, or criminal liability.

Adhere to professional ethics and a businesslike demeanor.

Refrain from using their position or resources to support political parties, public associations, or other non-governmental organizations.

5.2. Employees are prohibited from:

Requiring subordinates to engage in political activities on behalf of a party or coercing them to participate in activities of political parties, public associations, or other non-governmental organizations.

6. Ethical Standards for Service Activities in the Ministry

6.1. Ministry employees must:

Unconditionally comply with the Constitution, laws, and other legislative acts of the Republic of Uzbekistan.

Respect the country's national prestige and remain loyal to state policies.

Strictly protect the state's interests in foreign policy.

Perform their official duties conscientiously, honestly, and at a high professional level, avoiding bureaucracy, fraud, and abuse of authority.

Continuously improve the knowledge and skills required for effectively fulfilling their duties.

Timely and effectively execute decisions and assignments issued by senior state bodies, institutions, and officials within their authority.

Avoid personal or group interests in drafting regulatory or other documents and prevent their reflection in favor of any individuals or legal entities.

Rigorously combat legal violations, especially corruption-related offenses.

Avoid incurring work-related expenses at the expense of others during business trips and inspections.

Promptly report to their supervisor any calls to commit offenses or crimes or any actual or planned offenses by colleagues.

Not contact foreign nationals directly or through intermediaries outside of established procedures.

Refrain from discriminating against individuals and others when performing official duties, respecting their rights, obligations, and legitimate interests.

Avoid actions that may hinder the conscientious performance of official duties.

Ensure the confidentiality of state secrets protected by law and official information, and refrain from their unauthorized use.

Follow information dissemination rules and ensure information security when using the Internet and communication tools.

Safeguard official information stored on computers and electronic media, preventing its dissemination.

Refrain from discussing the activities of government bodies or officials on social networks, using offensive language, or posting content undermining trust in ongoing reforms.

Not disseminate information defaming the honor and dignity of citizens or use insults, slander, or fabricated information.

Strictly comply with work discipline, internal regulations, telephone etiquette, and appearance standards.

Handle entrusted property and financial resources carefully and responsibly.

Maintain a healthy moral environment within the team.

Address individuals' and legal entities' appeals lawfully, fairly, and within established timeframes.

Contribute to creating and strengthening a constructive team atmosphere.

Avoid discussing colleagues' personal and professional qualities in a way that tarnishes their honor and dignity.

6.2. Managers must:

Set an example of adherence to this Code.

Serve as models of professionalism, honesty, objectivity, and fairness.

Take necessary steps to foster a healthy moral and professional environment in the Ministry.

Ensure that employees are familiar with and understand the Code.

Be attentive to employees' questions, suggestions, and complaints, addressing issues arising during their official duties.

6.2.1. Managers are prohibited from:

7. Displaying rudeness, insulting, humiliating, unjustly reprimanding, or accusing employees.

Ethical Standards for Ministry Employees Outside of Work Hours

Ministry employees must observe commonly accepted moral standards and refrain from behavior that violates them both during and outside of work hours.

Outside of work hours, Ministry employees must:

Show respect for national customs, values, and traditions.

Abstain from harmful habits such as drug addiction, alcoholism, gambling, and other negative vices.

Avoid discussing state service matters unless the information is officially published.

Adhere to proper conduct in public places (cafés, restaurants, entertainment venues) and refrain from excessive or inappropriate actions that draw public attention.

Refrain from actions that disturb public order and safety or involve others in such activities.

Avoid using official powers for personal gain from individuals or legal entities.

Strictly observe the rules for storing and using official identification documents, not misuse them for personal purposes or abuse their authority when presenting them.

Not use official vehicles for personal or other non-work-related purposes.

Avoid discussing official information with unauthorized persons or disclosing it in the presence of others.

Follow personal transportation rules and strictly comply with traffic regulations.

Refrain from accepting material or non-material benefits from subordinate enterprises or related organizations and avoid acquiring shares, stakes, or securities directly or indirectly.

Abstain from engaging in entrepreneurial activities.

Refrain from creating or participating in entrepreneurial entities or engaging in other paid activities, except for teaching, research, or creative work, as permitted by the laws of the Republic of Uzbekistan.

Avoid acquiring foreign citizenship.

Not open or own bank accounts abroad, or possess foreign real estate or other assets (except for accounts opened for education, internships, or medical treatment before entering state service and disclosed publicly).

Refrain from actions that harm the reputation of public service and official duties.

Maintain an appearance within established norms, wear modest clothing, and avoid drawing excessive attention to themselves.

Ethical Standards for Interaction with the Public and Media

8.1. The Ministry has the right to publish information about its activities in open sources (including the media, official websites, and social media accounts of the Ministry) and provide comments on information and situations affecting its operations.

8.2. Such statements and comments on behalf of the Ministry may be made by the Ministry's leadership, the Public Relations and Media Department, or other authorized employees, in accordance with established internal procedures.

Responses to inquiries and statements are coordinated by the Public Relations and Media Department.

8.3. The following cases prohibit making public statements in the media:

The text or content of the statement is unrelated to state policy or the activities of government bodies and institutions.

The information in the statement is classified as a state secret.

The statement undermines the authority of government bodies or institutions or discriminates against their officials.

Employees must not disseminate or discuss unrelated information about the Ministry or provide comments on its behalf.

8.4. To ensure public oversight of the state service, if the public raises accusations or criticism regarding the Ministry's activities or its subordinate enterprises, the Public Relations and Media Department or responsible employees must provide a public comment or refutation of the accusations or criticism.

8.5. If a public statement contains expressions that demean the honor and dignity of citizens, the Ministry employee must acknowledge the error or inappropriateness of their comments and apologize to the individual whose honor and dignity were affected, unless otherwise stipulated by law.

Ethical Standards for Handling Ministry Property and Information

9.1. In the course of their duties, employees have access to information belonging to the Ministry, its contractors, and partners, including trade secrets and confidential information.

The disclosure of trade secrets or confidential information may damage the Ministry's financial and economic activities and/or reputation, and such information may be exploited by competitors or other entities to harm the Ministry.

The Ministry takes the protection of confidential information belonging to itself, its partners, and third parties seriously. Such information is provided only to those employees who require it to perform their official duties.

For employees, this means:

Adhering to the rules for handling various types of information, including state secrets, trade secrets, and other official secrets, in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

Using confidential information strictly within the scope of official duties and powers, in accordance with the law and the Ministry's requirements.

Not discussing confidential information with other Ministry employees unless it pertains to their official duties.

Avoiding discussions of confidential information in public places.

Not recording, archiving, or copying information about the Ministry's activities unless necessary for official duties.

Not disclosing confidential information of the Ministry or its partners to third parties (including groups of individuals), except as provided by law and the Ministry's established procedures.

Ethical Standards for Handling Confidential Information

Employees must not use undisclosed information (i.e., not published in open sources) for personal interests.

Adhere to the "clean desk" principle, which includes:

Locking computers and securely storing portable devices (laptops, tablets, smartphones) and information carriers (external hard drives, USB drives, DVDs/CDs, etc.) when leaving the workspace.

Avoid leaving physical information carriers in open areas, and comply with the Ministry's rules for storing confidential information, trade secrets, and documents.

Follow information security protocols, ensure the safety of personal passwords (including for work computers, laptops, internal systems, corporate websites, and banking cards), avoid sharing passwords with others, recording them, or using automatic password saving functions.

Exercise caution when working with electronic resources and information, particularly when receiving links, files, or applications from unknown sources.

Use only licensed software authorized by the Ministry; do not install other software on the Ministry's computers or devices, and comply with its information security policies.

Refrain from disclosing confidential information or trade secrets of the Ministry after employment termination for a period specified by the agreement between the Ministry and the employee.

Take appropriate measures to protect confidential information and trade secrets during the performance of duties and prevent intentional, accidental, or unauthorized access.

Consult directly with a supervisor or the Internal Control Department if in doubt about protecting or using information.

Respect for the Rights and Interests of Contractors, Partners, and Third Parties

9.2. Employees of the Ministry must respect the rights and interests of contractors, partners, and third parties, ensuring no disclosure or dissemination of information related to their activities or private lives.

The Ministry collects and processes only the information necessary for financial and economic activities and fulfilling its obligations while adhering to legal data protection requirements.

For employees, this means:

Following established rules and procedures when processing and protecting the personal information of other employees, contractors, partners, and third parties.

Taking measures to safeguard personal information during work duties and preventing intentional, accidental, or unauthorized use.

Recognizing the Ministry's intellectual property as valuable assets, protecting intellectual property rights, and respecting the intellectual property rights of others.

Being responsible for preventing unauthorized use of intellectual property, including logos, trademarks, and other symbols.

Complying with the laws of the Republic of Uzbekistan on intellectual property use.

Not using the intellectual property of the Ministry or third parties without proper authorization, including logos, trademarks, and symbols.

Providing adequate protection for intellectual property when introducing new products and services.

Not disclosing new ideas or projects outside the Ministry before their official intellectual property protection.

Consulting with a supervisor or the Internal Control Department if in doubt about the use or protection of intellectual property.

Use and Protection of Ministry Property

9.3. The Ministry's property and rights to it are used exclusively for achieving the Ministry's objectives and for its long-term development and prosperity. The Ministry ensures the protection of its property from theft, loss, unauthorized use, and misuse by employees and others.

For employees, this means:

Handling Ministry property responsibly and carefully, using it strictly within the scope of official duties and powers.

Refraining from actions that could harm the Ministry's property, unauthorized use, or decisions that lead to loss or damage to the Ministry's reputation.

Avoiding the use of Ministry equipment (including passwords, banking account credentials, or other information) for personal purposes without prior management approval.

Reporting immediately to the IT and Information Security Department in case of loss or theft of Ministry equipment (including passwords or banking credentials).

Promptly informing the Internal Control Department or a supervisor if Ministry property is lost, written off, or misused.

10. Relations with Contractors, Partners, and Third Parties

10.1. The Ministry establishes and maintains official relationships with contractors, partners, and other third parties based on universally accepted business principles, including legality, honesty, transparency, mutual respect, and fulfillment of contractual obligations and agreements. The same standards are expected from contractors.

10.2. The Ministry strictly adheres to the principle of zero tolerance for any forms and types of corrupt actions when interacting with contractors, partners, and other third parties.

The Ministry's contractors and partners respect its values, comply with applicable legislation, fundamental principles, and the Code of Conduct, understand the need to uphold human rights and protect the environment, and bear responsibility towards society.

10.3. The Ministry cooperates with business entities fairly, transparently, and justly, in accordance with the Law of the Republic of Uzbekistan "On Public Procurement" and the requirements and criteria established in its internal regulations.

The Ministry has implemented practices to verify the reliability of contractors and partners, their reputations, and their adherence to the Ministry's principles and standards in anti-corruption efforts.

The Ministry reserves the right to terminate cooperation with contractors, partners, or other third parties involved in corruption, other illegal activities, or discriminatory practices against employees.

For employees, this means:

Maintaining objectivity and impartiality in relations with contractors, partners, and third parties, acting based on principles of good faith, honesty, fairness, and mutual respect, and adhering to the morals and laws of the Republic of Uzbekistan.

Consciously complying with the Ministry's internal regulations when selecting and verifying contractors, partners, investors, and financiers.

Diligently fulfilling the Ministry's internal regulations when negotiating contracts and including provisions that protect the Ministry's interests (e.g., anti-corruption clauses).

Ensuring that third parties provide documentation confirming expenses made on behalf of and in the interest of the Ministry, in accordance with contract terms and legislation.

Informing contractors, partners, investors, and financiers about the Ministry's Code of Conduct, business rules, and anti-corruption measures.

11. Relations with Government Bodies, Enterprises, Institutions, and Officials

11.1. The Ministry aims to establish highly transparent relations with government bodies, enterprises, institutions, and officials, comply with applicable laws (including regulations governing public procurement), prohibit illegal influence on officials of state bodies, and adhere to a path of honesty and integrity.

For employees, this means:

Strictly adhering to applicable laws and the Ministry's internal regulations when interacting with government bodies, enterprises, institutions, and officials.

Prohibiting the offering or provision of any gifts, material benefits, or other advantages to government officials or individuals performing supervisory functions within the Ministry.

12. Ethical Standards for Appearance and Dress Code

12.1. The appearance and dress code of Ministry employees must promote public respect for the activities of government bodies and organizations, enhancing the prestige of public service.

12.2. Employees' appearance must correspond to working conditions and the type of service, encourage respectful public attitudes towards government bodies, and align with common business standards by demonstrating formality, objectivity, modesty, and discipline.

12.3. The implementation of a strict dress code in the Ministry is aimed at fostering equality, compliance with established rules, health protection, and creating a healthy competitive environment among employees.

The Ministry's dress code includes:

Avoiding overly tight or loose clothing, multicolored or floral patterns.

Wearing classic or specialized attire during work processes.

For women, clothing must be 5–15 cm below the knee, and blouse sleeves must be at least 10 cm long.

For men, trousers must extend below the ankles.

Clothing must be clean and ironed.

Additionally, employees are discouraged from:

Wearing clothing elements indicating affiliation with religions, faiths, or subcultures (e.g., hijabs, kippahs, cassocks, crosses, etc.).

Men having visible tattoos or piercings, long beards, hair longer than 5 cm, or bright hair colors.

Women having visible tattoos or piercings, excessive makeup, or wearing more than one earring.

Consuming alcoholic beverages during work hours in violation of official duties.

Women attending work with visible tattoos, piercings, excessive makeup, or accessories.

These requirements do not apply outside working hours or during various events organized by the Ministry.

12.4. Additional requirements for employees' appearance and dress code may be outlined in internal labor regulations and monitored by the Ministry's Ethics and Morality Commission.

13. Conflict of Interest

13.1. Ministry employees must not allow personal interests to lead to conflicts of interest while performing their official duties.

13.2. The Ministry has adopted a conflict-of-interest management policy that includes examples of conflict-of-interest situations and practices for their disclosure and resolution.

To prevent conflicts of interest, Ministry employees are required to:

Perform their official duties conscientiously and avoid actions related to personal interests that could influence the fulfillment of their responsibilities.

Prevent personal interests from creating conflicts of interest while performing their duties.

Report any conflict of interest to their immediate supervisor or the Internal Control Department before making decisions on official documents.

Not coerce subordinates or other employees into actions related to personal interests.

Refrain from using their official position to influence the activities of subordinate organizations or systemic enterprises.

Report conflicts of interest involving their subordinates or other employees.

Familiarize themselves with and comply with the conflict-of-interest management policy.

Consider the legitimate interests of the Ministry in case of a conflict of interest.

Timely notify their supervisor or the Internal Control Department of any conflict of interest.

Submit written notifications to their supervisor or the Internal Control Department regarding employment, membership in governing bodies of companies, or organizations.

Disclose information about close relatives working in subordinate organizations or systemic enterprises.

13.3. The head of a structure who receives information about a conflict of interest must take timely measures to prevent or resolve it.

4. Protection of the Interests of Ministry Employees

14.1. The Ministry's leadership is responsible for protecting employees from threats, insults, defamation, and other unlawful actions.

14.2. Measures are taken to protect employees who report violations or misconduct by colleagues, including protection from dismissal, demotion, discrimination, harassment, and other forms of retaliation.

14.3. All messages and appeals received through the Ministry's communication channels are reviewed by responsible persons promptly and impartially in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

The Ministry ensures the confidentiality of information about individuals who report violations, except as required by law.

14.4. The Ministry guarantees that employees who report violations of this Code will not face harassment, dismissal, demotion, discrimination, or other forms of retaliation, and their interests will be protected.

14.5. Providing false information, false testimony, or defamation is considered a violation of this Code and a moral norm breach, for which an employee may be held accountable under the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

15. Monitoring Compliance with the Code of Conduct

15.1. Violations of the Code of Conduct by Ministry employees are reviewed by the Ethics and Morality Commission in accordance with applicable law, this Code, and the Commission's Charter. The Commission also provides consultations to employees on complex ethical issues. The Ethics and Morality Commission reviews issues fairly and impartially, and its activities and decisions are independent of the Ministry's management.

15.2. Employees appointed to positions in state bodies and organizations are familiarized with this Code and sign an acknowledgment of understanding in the Department of Personnel Development and Management.

15.3. All reports of violations of the Code of Conduct are reviewed promptly and impartially by the Ministry in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

15.4. The Ministry guarantees that employees who report violations of the Code of Conduct by other employees will not face harassment, dismissal, demotion, discrimination, or other forms of retaliation, and their interests will be protected.

15.5. Violations of the Code of Conduct by employees may result in disciplinary and other liabilities in accordance with this Code and the legislation of the Republic of Uzbekistan.

16. Accountability for Non-Compliance with the Code of Conduct in the Ministry

16.1. Ministry employees bear personal responsibility for non-compliance with all principles and requirements of this Code, regardless of their position or other factors.

The Ministry's leadership and heads of structural divisions are accountable for non-compliance with the principles and requirements of this Code.

16.2. Failure by employees to adhere to the Code of Conduct in performing their official duties constitutes grounds for disciplinary action.

16.3. Compliance with the Code of Conduct is one of the key criteria for evaluating employees' performance and professional ethics.

16.4. Adherence to the Code of Conduct is taken into account when appointing employees to senior positions and forming the reserve pool of managerial staff.

16.5. For violations of the Code of Conduct, Ministry employees may face the following disciplinary measures:

Warning;

Disciplinary sanctions;

Reprimand in collegial meetings.

16.6. The Ethics and Morality Commission may initiate disciplinary actions against a Ministry employee and submit relevant proposals to the Cabinet of Ministers for a decision.

A violation of the Code of Conduct by an employee is grounds for disciplinary and other liabilities in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

17. Reporting Violations

17.1. Ministry employees, individuals, and legal entities may report concerns about the legality or ethics of Ministry employees' behavior through the following channels:

Hotline: 71-231-05-96;

Email: anticor@mingeo.uz;

Official website: gov.uz/oz/mingeo;

Facebook page: uzgeolcom.uz;

Telegram bot: @geoantikorbot;

Anti-Corruption Internal Control Department (Tel.: 71-231-14-55, Ext.: 2060);

Mail: 100164, Tashkent, Mirzo-Ulugbek district, Olimlar Street, Building 49;

Directly to the Minister;

Chairperson of the Ministry's Ethics and Morality Commission.

17.2. The Ministry ensures the timely and impartial review of all received messages and appeals in accordance with the legislation of the Republic of Uzbekistan and its internal regulations.

17.3. The Ministry ensures confidentiality regarding individuals who report violations, except as required by the legislation of the Republic of Uzbekistan.

17.4. The Ministry guarantees that employees who report violations of the Code of Conduct by other employees will not face harassment, dismissal, demotion, discrimination, or other forms of retaliation, and their interests will be protected.

17.5. The dissemination of false information, false testimony, or defamation is considered a violation of this Code and moral standards, for which the employee may be held accountable under the legislation of the Republic of Uzbekistan and the Ministry's internal regulations.

18. Employee Consultations

18.1. If employees have questions related to this Code, they may consult directly with their supervisor or the Ethics and Morality Commission.

18.2. Questions submitted to the Ethics and Morality Commission may be reviewed and addressed via email.

19. Final Provisions

19.1. This Code is a permanent internal regulatory document approved by the Minister and takes effect from the moment of approval until its cancellation or the approval of a new version.

19.2. This Code is subject to review and amendment in the following cases:

Changes in the legislation of the Republic of Uzbekistan;

Changes in the Ministry's strategy and goals;

Identification of ineffective measures and practices requiring improvement;

Changes in the organizational structure or specifics of the Ministry's activities, among other factors.

19.3. Amendments and additions to this Code are made by order of the Minister.