

Ministry of Mining Industry and Geology Anti-Corruption Policy

I. General Provisions

1.1. The Anti-Corruption Policy of the Ministry of Mining Industry and Geology (hereinafter referred to as the "Ministry") is implemented to enhance the level of anti-corruption culture among employees and within the Ministry, strengthen their commitment to high ethical standards, and ensure zero tolerance for corruption offenses while preventing such offenses in the activities of the Ministry's central office and structural subdivisions.

1.2. This Policy is developed in accordance with the laws of the Republic of Uzbekistan, including the *Law on Combating Corruption*, the *Law on State Civil Service*, and the *Law on Conflict of Interest*. It also incorporates presidential decrees: No. UP-5729 dated May 27, 2019, *On Measures for Further Improvement of the Anti-Corruption System in the Republic of Uzbekistan*; No. UP-6013 dated June 29, 2020, *On Additional Measures for Improving the Anti-Corruption System in the Republic of Uzbekistan*; and No. UP-6257 dated July 6, 2021, *On Creating a Zero-Tolerance Atmosphere Towards Corruption, Reducing Corruption Factors in Public Administration, and Expanding Public Participation*. Additionally, the Cabinet of Ministers' Resolution No. 595 dated October 14, 2022, *On Additional Measures to Ensure Adherence to Ethical Standards by Civil Servants*, is considered, as well as recommendations from international organizations and best global practices in combating corruption, including the requirements and recommendations of the ISO 37001:2016 international standard.

1.3. The main objectives of the Ministry's anti-corruption activities are:

The complete eradication of corruption within the Ministry's structural subdivisions;

Raising legal awareness and culture among employees to foster intolerance toward corruption;

Implementing measures to prevent corruption in all areas of the Ministry's operations;

Timely detection and elimination of corruption offenses and their underlying causes, as well as ensuring the inevitability of accountability for corruption offenses.

1.4. The requirements of this Policy are mandatory for all employees of the Ministry, regardless of their position and functions. The anti-corruption management system covers state policy in the field of mining and geology, exploration and utilization of mineral resources, their protection and control, and the management of mining relations.

1.5. This Policy is an internal document defining the basic requirements and principles for preventing and eliminating corruption offenses in the activities of the Ministry's structural subdivisions.

1.6. Every new employee of the Ministry is required to familiarize themselves with this Policy and comply with its provisions.

1.7. Key terms and definitions used in this Policy:

Employee: An individual who has entered into an employment relationship with the Ministry under an employment contract;

Affiliated persons: Close relatives of an employee, legal entities in which their relatives hold shares in the charter capital or occupy managerial positions;

State bodies and institutions: State authorities and administration bodies, local self-governance bodies, and other state-controlled organizations;

International events: Activities conducted to foster international relations and cooperation involving official representatives of the Ministry and international organizations;

Official events: Events organized on behalf of the Ministry, including official receptions, ceremonies, meetings, conferences, etc.;

Official trip: A civil servant's dispatch by the head for fulfilling official duties outside their primary workplace;

Counterparty: Any legal or natural person with whom contractual relationships are established;

Corruption: The use of official position for personal gain;

Corruption risks: The likelihood of corrupt actions by employees or third parties on behalf of the Ministry;

Corrupt actions: Accepting bribes or performing other illegal acts for personal benefit by an employee;

Corruption offense: An act with signs of corruption leading to accountability under the legislation of the Republic of Uzbekistan;

Internal anti-corruption control structure: The Ministry's internal control department for combating corruption;

Anti-corruption system: A set of measures to prevent corruption and ensure compliance with anti-corruption legislation;

Cronyism: Using influence to provide unlawful benefits to friends and acquaintances;

Official: A person appointed or elected to a position with authoritative powers;

Conflict of interest: A situation where an employee's personal interests may influence the performance of their official duties;

Favoritism: Granting unjustified privileges to individual employees in personnel or other decisions;

Charity: Providing gratuitous assistance by legal and natural persons in various forms;

Sponsorship: Providing material support by legal and natural persons;

Patronage: Protection and support by a senior official;

Close relatives: Persons connected by blood or close ties (parents, children, spouses, etc.).

II. Key Principles of Combating Corruption

2.1. The structural subdivisions of the Ministry implement the anti-corruption system based on the following principles:

Legality. Anti-corruption measures within the Ministry's structural subdivisions are carried out in accordance with the laws of the Republic of Uzbekistan, taking into account internationally recognized practices for combating corruption in public bodies, as well as in compliance with the Ministry's internal documents.

Zero tolerance for corruption. The Ministry's structural subdivisions adopt an uncompromising stance toward all forms and types of corruption in all areas of their activities. Ministry employees are prohibited from directly or indirectly engaging in activities that may create corruption risks.

Openness and transparency. The Ministry informs its employees, counterparties, and the public about the anti-corruption measures adopted and implemented.

Preventive and systematic anti-corruption measures. The Ministry's structural subdivisions prioritize preventive measures aimed at eliminating the causes and conditions conducive to corruption and corruption risks. Anti-corruption measures and procedures are proportionate to the identified risks and are integrated into the Ministry's comprehensive anti-corruption system, encompassing all functions and activities.

Inevitability of accountability for corruption-related offenses. Employees of the Ministry found guilty of corruption-related offenses are held accountable under the Ministry's internal regulations and applicable laws, regardless of their status or position.

Utilization of scientific and technological advancements. In establishing the anti-corruption system, the Ministry's central office subdivisions strive to incorporate the latest scientific achievements and integrated information systems.

Direct access to leadership. Any Ministry employee may directly contact the organization's leadership or the Internal Anti-Corruption Control Department if they have credible information regarding corruption offenses, enabling the necessary measures to be taken.

Engagement with civil society representatives. The central office's structural subdivisions involve representatives of civil society in independent oversight of their activities, carrying out their responsibilities based on honesty, objectivity, and independence.

Continuous improvement of the anti-corruption system. Based on the monitoring and control of the anti-corruption system and the results of managing corruption risks, the Ministry's central office subdivisions take measures to continuously enhance the effectiveness of the Ministry's anti-corruption system.

III. Main Directions of Combating Corruption

3.1. Managing Conflicts of Interest

3.1.1. Employees of the Ministry's structural subdivisions must adhere to principles of integrity and honesty while performing their official duties and safeguarding the interests of the Ministry. They must refrain from using their official position or Ministry resources for personal purposes and avoid situations that may lead to conflicts of interest. A conflict of interest arises when the performance of official duties, objective decision-making, or other actions by employees may impact the rights, legitimate interests, property, or reputation of the Ministry and its subdivisions.

3.1.2. If a conflict of interest arises, the Ministry employee must immediately notify their supervisor or the Internal Anti-Corruption Control Department in writing.

3.1.3. To prevent conflicts of interest, Ministry employees are required to submit declarations of income and property within the established timelines and procedures.

3.1.4. Ministry employees must annually, and whenever relevant circumstances change, disclose information regarding personal interests that could lead to conflicts of interest during recruitment or transfers to other positions. The process of disclosing and resolving conflicts of interest within the Ministry is governed by the "Regulations on Conflict of Interest Management."

3.2. Acceptance of Gifts and Hospitality in Service

3.2.1. All Ministry employees are prohibited from accepting property, services, gifts, hospitality, cash or its equivalents, securities, or any material assistance from individuals or legal entities related to the performance of their official duties, including similar actions involving their family members.

3.2.2. However, Ministry employees may accept gifts during official trips abroad, at international events, or other official events held in the Republic of Uzbekistan. Such gifts must meet the following requirements:

Comply with the laws of the Republic of Uzbekistan, the Ministry's internal regulations, and this Policy;

The gift's value must not exceed four times the basic calculation amount;

The gift must be voluntarily provided by the donor in connection with a specific international or official event;

The acceptance of the gift must be open and transparent;

The gift must not damage the reputation of the Ministry of Mining and Geology;

The gift must not create conflicts of interest or corruption risks, including obligations influencing objective decision-making while performing official duties.

3.2.3. Gifts such as perishable items (e.g., flowers, confectionery) or office supplies (e.g., calendars, brochures, pens, notebooks) are not classified as gifts and may be used by employees at their discretion.

3.2.4. Gifts received by Ministry employees as part of state delegations or at official events, including those held abroad, which do not meet the above criteria, must be transferred to the Ministry's ownership regardless of their value.

3.2.5. Gifts received by employees for personal reasons (e.g., birthdays, childbirth, International Women's Day, Independence Day) and not related to the performance of official duties are considered personal gifts. Exceptions include gifts received for victories in competitions, state holidays, commemorative dates, and other official events.

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

Gifts must be presented in the presence of at least three employees from the Ministry's central office;

The presentation must be accompanied by a congratulatory speech specifying the occasion;

The total cost of the gift (including all taxes and fees) must not exceed four times the employee's salary;

The expenses incurred by one structural subdivision employee on a gift for another employee must not exceed the basic calculation amount.

3.2.6. To avoid misunderstandings, employees are prohibited from accepting gifts or material valuables from employees of other state bodies and organizations, partners, contractors, or individuals for any personal occasions (e.g., birthdays, childbirth, International Women's Day).

3.2.7. Gifts at international conferences, symposiums, and other business (official) meetings on behalf of the Ministry may be presented by order of the Minister or their deputies.

3.2.8. In cases of doubt regarding the legality of accepting a gift, any structural subdivision employee must seek advice from the Ministry's Internal Anti-Corruption Control Department.

3.3. Participation of Ministry Employees in Events Related to Official Activities

3.3.1. Participation of Ministry employees in events related to official activities (such as exhibitions, seminars, conferences, etc.) upon invitation from international or other organizations is permitted under the following conditions:

The event must comply with the legislation of the Republic of Uzbekistan, the principles and requirements of this Policy, and other internal documents of the Ministry.

The event must serve the legitimate interests of the Ministry or the inviting party.

The event must not influence decision-making by Ministry employees or serve as a means to obtain concealed unlawful benefits.

Participation in the event must not pose a threat to the reputation of the Ministry or the inviting/invited party if information about the participation becomes public.

The event must adhere to generally accepted scientific and business standards and must not have an entertainment-oriented character.

The event must be appropriate in terms of content and cost, not excessively luxurious, expensive, or unusual, and should not occur too frequently.

3.3.2. If the Ministry itself organizes business events (e.g., seminars, symposiums, round tables, etc.), such events must comply with the requirements outlined in this Policy.

3.4. Regulation of Processes Related to Personnel Matters (*Selection of Employees, Promotions, Material Incentives, Ownership of Assets Abroad*)

3.4.1. The process of selecting Ministry employees, conducting their certification, and evaluating their performance—including awards, payments, and other incentives—must be transparent, equitable, and objective for all employees, in compliance with the principles and requirements of this Policy.

3.4.2. The process of selecting and appointing candidates within the Ministry involves comprehensive checks conducted according to the *Guidelines for Verifying Candidates for Positions in the Ministry*, internal documents, and conflict-of-interest management rules.

3.4.3. Employees responsible for personnel decisions are prohibited from granting unjustified privileges to candidates (or employees) regarding promotions, appointments, inclusion in the talent pool, etc.

3.4.4. Selection for vacant positions must be conducted through an open competition or other methods consistent with the requirements of the position. Priority is given to the candidate's qualifications, professional, and scientific achievements.

3.4.5. The Ministry must develop criteria and procedures for assessing employee performance to base incentives on these assessments. These criteria must be objective, transparent, and accessible for review by Ministry employees.

3.4.6. Ministry employees are prohibited from engaging in entrepreneurial activities, being founders (participants) of businesses, obtaining foreign citizenship, or owning bank accounts, real estate, or other assets abroad. Exceptions include accounts opened for education, internships, or medical treatment abroad, as well as assets acquired and declared before entering public service.

3.5. Conducting Internal Inspections and Reviewing the Activities of the Ministry's Structural Units

3.5.1. During various internal inspections, reviews, and monitoring activities (hereinafter referred to as "inspection objects"), employees of the Ministry and its subordinate organizations must:

Avoid situations that could lead to a conflict of interest.

Refrain from conducting inspections, analyses, monitoring, or audits alone.

Avoid being alone with responsible employees of the inspection object while visiting the site.

Not distort the legislative norms of the Republic of Uzbekistan to falsify inspection results or intimidate the employees of the inspected entity with threats of reporting identified violations to law enforcement or other state bodies.

Avoid making threats to the employees of the inspection object.

Not request documents or inquire about matters unrelated to the scope of the inspection, review, or monitoring.

Provide a lawful and professional assessment of each identified violation.

When necessary, document violations using video or photo recording and enter the information into the Ministry's information systems.

Immediately report any bribe offers or other material incentives from representatives of the inspection object intended to conceal violations to the Head of the Inspection Working Group and the Ministry's Internal Control Department for Combating Corruption.

Exhibit objective behavior toward representatives of the inspection object in accordance with the ethical principles of the Ministry and its subordinate organizations.

3.5.2. A special commission is established to consider objections to the results of inspections, reviews, and monitoring conducted by the Ministry.

3.6. Ensuring Transparent and Effective Interaction with Authorized State Bodies, Contractors, and Third Parties

3.6.1. The Ministry does not engage suppliers, contractors, or other third parties to carry out payments or actions that contradict the principles and requirements of this Policy and the legislation of the Republic of Uzbekistan.

3.6.2. In relationships with contractors, the Ministry adheres to the principles of legality and transparency.

3.6.3. Transparent procedures for fair, open, and objective selection of suppliers, contractors, and other contractors are implemented within the Ministry, based on objective criteria. Transparent rules for determining the cost of procured goods and services are regulated by the legislation of the Republic of Uzbekistan and the Ministry's internal documents.

3.6.4. Interaction with contractors includes:

Verifying contractors in accordance with the Ministry's internal instructions and the legislation of the Republic of Uzbekistan to assess their reliability, including any history of corrupt activities or conflicts of interest with Ministry employees.

Informing potential contractors, including tender winners, of the Ministry's anti-corruption principles and requirements by incorporating specific anti-corruption provisions into contracts.

3.6.5. In interactions with state bodies (e.g., during license issuance, participation in specialized councils, and document and object approvals), the Ministry ensures transparency and objectivity in document reviews and, if necessary, requests explanations for rejections or other conclusions from state bodies.

3.6.6. To ensure transparency and fairness in relationships with contractors, Ministry employees are prohibited from engaging in entrepreneurial activities, establishing business entities, becoming their founders (participants), or performing organizational, administrative, or economic functions within such entities. Exceptions include ownership of publicly traded shares within the framework of legislation. Employees are also prohibited from engaging in paid activities, except for pedagogical, scientific, and creative activities, unless otherwise provided for by the laws of the Republic of Uzbekistan or decisions of the President of the Republic of Uzbekistan.

3.7. Ensuring Transparency and Efficiency in Charitable and Sponsorship Activities

3.7.1. The Ministry may provide and receive charitable and sponsorship assistance as permitted by legislation. In doing so, measures must be taken to prevent conflicts of interest, ensure effective and targeted use of funds in accordance with the legislation of the Republic of Uzbekistan or the terms of the agreement, and disclose information about charitable and sponsorship activities on the Ministry's official website.

3.7.2. Charitable and sponsorship assistance provided or received by the Ministry must not serve as concealed remuneration or influence the decision-making of Ministry employees in favor of the beneficiary, sponsor, their close relatives, related parties, or individuals in whom the sponsor has a personal interest.

3.7.3. When providing or receiving charitable or sponsorship assistance, the Ministry must adhere to the following requirements:

Conclude an agreement with the beneficiary, donor, or sponsor, specifying the purposes of the assistance, its forms, monetary value, and reporting mechanisms for the targeted use of funds.

Include anti-corruption provisions in the agreement.

Publish information about the provided or received charitable and sponsorship assistance on the Ministry's official website.

Charitable and sponsorship activities within the Ministry are regulated by separate internal normative documents (policies).

3.8. Anti-Corruption Review of Internal Documents

3.8.1. The Ministry's Legal Department conducts an anti-corruption review of internal documents to identify and eliminate factors that may contribute to corrupt practices.

3.9. Implementation of New Technologies in the Ministry's Operations

3.9.1. To minimize corruption risks, Ministry employees perform their functions and duties using information technologies whenever possible.

3.9.2. During tender procurement processes under state procurement, Ministry employees utilize information technologies and engage with tender participants electronically in real-time, integrating other electronic systems.

3.10. Video Recording and Broadcasting of the Ministry's Activities

3.10.1. Audio and video cameras are installed in the Ministry's premises to monitor employee activities, with recordings reviewed by authorized Ministry personnel.

3.10.2. Online broadcasts of certain high-corruption-risk processes (e.g., employee interviews, testing, commission meetings, etc.) are posted on the Ministry's official website.

IV. Elements of the Anti-Corruption System

4.1. Availability of Key Internal Anti-Corruption Documents

4.1.1. The foundation of the anti-corruption system includes:

This Policy;

The *Code of Ethics of the Ministry*;

The *Regulation on Conflict of Interest Management*, which outlines principles and requirements.

4.1.2. The Ministry's leadership and subordinate organizations must set an example of ethical conduct for employees.

4.1.3. The Minister, Deputy Ministers, and heads of the Ministry's structural units must demonstrate honesty, fairness, and independence in interactions with subordinates, citizens, and legal entities, fostering an uncompromising attitude toward corruption among all stakeholders.

4.1.4. The Minister, Deputy Ministers, advisors, and heads of structural units of the Ministry demonstrate leadership in establishing and implementing an effective anti-corruption system in areas prone to corruption risks by introducing anti-corruption measures and procedures.

4.2. Identification and Assessment of Corruption Risks

4.2.1. The Ministry identifies and assesses corruption risks inherent in its activities, considering the specific functions of its organizational structures, interactions with other entities, and external and internal factors based on the Ministry's corruption risk assessment methodology.

4.2.2. Corruption risk assessments are conducted at least once a year. The results are reviewed by the Minister. Measures and procedures to mitigate identified risks are reflected in the Ministry's Anti-Corruption Action Plan or roadmaps.

4.3. Anti-Corruption Responsibilities

4.3.1. A dedicated Internal Anti-Corruption Control Department has been established within the Ministry to develop an effective anti-corruption system.

4.3.2. The Internal Anti-Corruption Control Department operates under the "Regulations on the Internal Anti-Corruption Control Department" and reports directly to the Minister.

4.3.3. The Minister ensures that the Internal Anti-Corruption Control Department has sufficient independence and the necessary resources to perform its anti-corruption tasks.

4.3.4. The Ministry's Human Resource Development and Management Department is responsible for the systematic and timely collection, analysis, and updating of information about employees' close relatives and related persons as outlined in the "Regulations on Conflict of Interest Management" and the legislation of the Republic of Uzbekistan.

4.3.5. All organizations subordinate to the Ministry maintain separate internal anti-corruption control structures and Ethics Commissions.

4.3.6. The Ministry's Ethics Commission addresses issues related to employees' adherence to behavioral norms and participates in resolving conflict-of-interest situations in accordance with the procedures specified in the "Regulations on Conflict of Interest Management."

4.4. Raising Awareness Among Employees and Third Parties About the Ministry's Anti-Corruption Policy

4.4.1. The Ministry publishes essential information about this Policy and its anti-corruption measures on its official websites to reduce corruption risks and increase employee awareness.

4.4.2. To inform employees and stakeholders about the anti-corruption legislation of the Republic of Uzbekistan and the Ministry's adopted principles, measures, and requirements, the Ministry undertakes the following actions:

Regularly communicates the importance of compliance with anti-corruption norms and requirements to employees through the official website and other communication channels.

Conducts annual training and testing of employees on anti-corruption issues per a training plan.

Provides anti-corruption briefings for new employees during onboarding, ensuring familiarity with this Policy and other anti-corruption documents of the Ministry.

Organizes additional anti-corruption training programs for positions with high corruption risks, with records of these courses maintained by the Ministry's Human Resource Development and Management Department.

Conducts anti-corruption awareness activities using themed audio and video materials, as well as other information products aimed at fostering an uncompromising stance against corruption.

Offers consultations for employees on applying the provisions of the Policy or anti-corruption procedures through the Internal Anti-Corruption Control Department.

Actively promotes anti-corruption behavior within the Ministry based on the approved training plan.

Includes anti-corruption clauses in employee contracts, both for new agreements and when revising existing ones.

4.4.3. Anti-corruption provisions are included in the Ministry's contracts with contractors, partners, donors, and sponsors. These provisions are mandatory in all contracts, except those concluded through an electronic store or as a result of auctions.

4.5. Monitoring, Control, and Reporting

4.5.1. The Ministry's Internal Anti-Corruption Control Department conducts continuous monitoring, control, and evaluation of the effectiveness, sufficiency, and compliance of anti-corruption procedures. Based on the monitoring results, measures are taken to improve the anti-corruption system.

4.5.2. Monitoring and control are carried out in accordance with the Methodology for Monitoring and Control of Anti-Corruption Procedures' Effectiveness and the Ministry's internal documents.

4.5.3. The main areas of monitoring the anti-corruption system include:

Analysis of the Ministry's functions related to issuing control and permit documents and procurement processes to ensure compliance with the legislation of the Republic of Uzbekistan.

Monitoring of compliance with anti-corruption legislation of the Republic of Uzbekistan and recommendations from authorities.

Monitoring recommendations from international organizations on creating an effective anti-corruption system.

Monitoring media publications about potential corruption activities by Ministry employees and their contractors.

Selective monitoring of internal processes and functions within the Ministry to identify ineffective procedures and ensure the reliability and effectiveness of the anti-corruption system.

Monitoring the implementation of the Ministry's anti-corruption program and that of its structural divisions.

Checking the compliance of Ministry employees and those of its subordinate organizations with anti-corruption requirements.

Checking the awareness of Ministry employees and subordinate organizations about the fundamental anti-corruption principles and requirements.

4.5.4. The effectiveness of the anti-corruption system (absence of corruption risks) is checked through internal audits, including the monitoring of adherence to established requirements and procedures within the Ministry and its structural units.

4.5.5. The results of monitoring and control of the anti-corruption system are reflected in the reports on the status of the anti-corruption system. The procedure for their formation and submission is regulated by the Ministry's internal documents.

4.6. Responsibility

4.6.1. Compliance with the Ministry's anti-corruption requirements and procedures is mandatory for every employee within the scope of their duties. Employees are personally responsible for violating the requirements and procedures outlined in this Policy and other internal Ministry documents.

4.6.2. In line with the principle of zero tolerance for corruption, all Ministry employees are strictly prohibited from participating in any corrupt activities directly or indirectly, personally or through intermediaries, including:

The illegal use of official position to gain unlawful benefits from any person.

Coercing public officials into performing official duties in an illegal manner.

Demanding, receiving, or agreeing to receive illegal benefits.

Bribery, mediation in commercial bribery, and other corrupt practices.

4.6.3. Employees are required to report any known instances of corrupt activities to their supervisor or the Internal Anti-Corruption Control Department.

4.6.4. In any case of reasonable suspicion of corruption, a service investigation is carried out in accordance with regulations and the legislation of the Republic of Uzbekistan.

4.6.5. Ministry employees and those in subordinate organizations who violate anti-corruption legislation and procedures are held accountable in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal documents.

4.6.6. If corrupt activities are identified, the Internal Anti-Corruption Control Department analyzes their causes and continuously improves the anti-corruption system.

4.6.7. Information about the results of internal investigations is regularly presented to the Minister.

4.6.8. The Ministry cooperates with law enforcement agencies in the identification and investigation of corruption offenses.

5. Reports on Corrupt Activities

5.1. Suspicion regarding the legality of Ministry employees' actions or suspected corruption violations can be reported through the following Ministry communication channels:

Hotline: 71-231-05-96

Email: anticor@mingeo.uz

Official website: gov.uz/oz/mingeo

Facebook page: uzgeolcom.uz

Telegram bot: @geoantikorbot

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

Postal address: 100164, Tashkent, Mirzo-Ulugbek District, Olimlar Street, House 49

Directly to the Minister

To the Chairperson of the Ministry's Ethics Commission

5.2. The Ministry ensures the confidentiality of individuals who provide justified information about violations, except in cases provided for by the legislation of the Republic of Uzbekistan.

5.3. The Ministry protects the interests of employees who in good faith report suspicious behavior of other employees or violations of this Policy's requirements.

5.4. All messages received through the Ministry's communication channels are examined in a timely and objective manner, and when the information is confirmed, the whistleblower is rewarded.

5.5. Deliberately false reports by employees are considered violations of this Policy's requirements and may lead to liability in accordance with the legislation of the Republic of Uzbekistan and the Ministry's internal documents.

6. Final Provisions

6.1. This Policy may be revised and amended in the following cases:

Changes in the legislation of the Republic of Uzbekistan in the field of anti-corruption.

The identification of ineffective anti-corruption measures and procedures, as well as the need to improve comprehensive anti-corruption measures.

Changes in the Ministry's organizational structure or functions, and other cases.