

ANTICORRUPTION POLICY **of the Ministry of Digital Technologies of the Republic of Uzbekistan**

Chapter 1. General rules

1. This policy serves the purpose of promoting honesty within the Ministry of Digital Technologies of the Republic of Uzbekistan and its affiliated enterprises, organizations, and institutions collectively referred to as the Ministry's system. It aims to establish and maintain high standards of behavior, with the overarching goal of cultivating an environment that actively combats corruption. Additionally, it explicitly outlines the stance taken by the Ministry in preventing corrupt actions by its employees as they carry out their job-related duties.

2. This Policy meets the requirements of the Law of the Republic of Uzbekistan “On Combating Corruption”, the Decree of the President of the Republic of Uzbekistan dated June 29, 2020 No. PF-6013 “On additional measures to improve the system of combating corruption in the Republic of Uzbekistan”, No. PF-6247 of June 16, 2021, “Additional measures to ensure openness of the activities of state bodies and organizations, as well as effective implementation of public control”, Decree No. PF-5729 dated May 27, 2019 “On measures to further improve the anti-corruption system in the Republic of Uzbekistan”, in accordance with the decision of the Cabinet of Ministers of the Republic of Uzbekistan dated March 2, 2016 No. 62 “On approval of the model rules of conduct of employees of state administration bodies and local executive authorities”, recommendations of international organizations in the field of fighting corruption and the advanced world experience, including the requirements and recommendations of the international standard ISO 37001:2016 “Anti-corruption management system requirements and recommendations for their application”.

3. The Ministry system adopts the Anticorruption policy based on the specifics of its activity, develops and implements its own mechanisms for combating corruption based on specific and residual corruption risks and available resources.

4. The following are the main goals of the fight against corruption in the Ministry system:

Understanding and compliance with the requirements of the laws of the Republic of Uzbekistan and internal documents on fighting corruption by the employees of the ministry system;

Reducing corruption risks and eliminating corruption in the ministry system;

Implementation of measures to prevent corruption in all spheres of activity of the ministry system;

forming an intolerant attitude towards corruption in society;

Ensuring the transparency of the activities of the employees of the ministry system and compliance with the norms of behavior;

timely detection of corrupt actions, their elimination, their consequences, elimination of the causes and conditions that cause them, ensuring the principle of inevitability of responsibility for committing corrupt actions;

Eliminate existing corruption in the ministry system.

5. The requirements of this policy apply equally to all employees of the Ministry system, regardless of the position they hold and the function they perform.

6. Any person entering the ministry system must familiarize himself with this policy by signing it and comply with its rules.

7. For the purposes of this Policy, the following key concepts are used and terms are used:

related persons - persons participating in the authorized capital of commercial organizations with an employee of the Ministry system, except for those who own less than five percent of shares in joint-stock companies whose shares are in public circulation on the Republican Stock Exchange;

state bodies and institutions - bodies of state power and management, self-management bodies of citizens (including organizations, services, agencies, centers, etc.) and their constituent units, as well as legal entities directly or indirectly controlled by the state individuals;

signs of hospitality in connection with work activities - expenses of third parties related to the establishment of cooperation or its support, aimed at increasing the loyalty of the employees of the Ministry system, in the interests of the employees of the system, including meals of third parties, work expenses related to the organization of lunches, transportation expenses, accommodation, entertainment activities, including travel programs, etc.;

counterparty - any legal entity or individual who entered into contractual relations with the Ministry system (except for labor relations);

corruption - illegal use of a person's civil service or official position for the purpose of obtaining material or non-material benefits for personal interests or the interests of other persons, as well as illegal presentation of such benefits;

corruption risk - the risk of corruption by employees of the Ministry system or third parties on behalf of the organization or in their interests;

corrupt actions - having a material interest by the employee, directly or indirectly personally or through third parties, for action or inaction in the interests of the briber, including money, valuable securities, other forms of property and property rights, services of a proprietary nature receiving, demanding, extorting, offering or giving, giving and receiving bribes or mediating in this, collecting payments for simplification of formalities (taking bribes) and illegally using one's official duties for other illegal purposes;

corruption offense - an act with signs of corruption for which responsibility is established by the legislation of the Republic of Uzbekistan;

internal anti-corruption control structure - a structural structure charged with the task of fighting corruption in the Ministry system;

anti-corruption system - prevention of corrupt activities, violations of the legislation of the Republic of Uzbekistan in the field of combating corruption and internal documents of the Ministry system on anti-corruption issues, ensuring that the employees of the system

perform their activities at a high level of professionalism and behavior comprehensive measures to ensure;

cronyism (a form of favoritism based on friendly relations) - use of power or reputation in order to provide illegal benefits to friends or trusted persons;

official body - who is appointed or elected on a permanent, temporary or special basis, who performs the duties of a representative of the authorities or is an organizational-manager in state bodies, self-government bodies of citizens, regardless of the form of ownership, in enterprises, institutions, organizations, a person who performs administrative and economic tasks and is authorized to perform legally significant actions, a person who performs these tasks in an international organization or in a legislative, executive, administrative or judicial body of a foreign country.

conflict of interest - the personal (direct or indirect) interest of an employee of the ministry system affects or may affect the proper performance of the person's official or service obligations, and personal interest interferes with the interests of citizens, organizations, society or a situation where there is or may be a conflict between the rights and legal interests of the state;

localism - working only for local interests. In this case, a person is hired without taking into account whether he meets the qualification requirements for the position due to his descent (representative of a noble or famous dynasty and the fact that he is recognized by the public) and the service position held by his close relatives. make, rotate and appoint;

nepotism (acquaintance, nepotism; a form of favoritism based on kinship ties) - use of power and (or) influence in order to give illegal benefits to one's close relatives or friends, as well as close awarding unjustified rewards to relatives and (or) friends, recruiting and appointing close relatives and friends to positions to the detriment of the interests of the Ministry system;

payments for simplification of formalities - funds provided illegally that are not provided for in the relevant legislation and regulatory standards and regulations in order to ensure or accelerate the implementation of established procedures or standard procedures related to the performance of actions, property, property rights, services and other tangible and intangible benefits;

nepotism - personal interest in the form of a subjective, privileged and biased attitude of an employee of the Ministry system towards third parties based on the same ancestry and belonging to the same dynasty;

favoritism - when an employee of the Ministry system gives priority to the interests of one person or group of persons over the interests of another person or group of persons, selection and placement of personnel in the Ministry system, promotion, payment of bonus money and recommendation for state awards, granting vacations or sanatoriums and non-compliance with procedures in situations related to sending on foreign trips, applications, as well as establishing a sequence in the review of work and duty schedules.

charity (charitable aid) - transfer of material or intangible assets, in particular, assets in the form of money, for the Ministry system of legal entities and individuals (donors) free of charge or on the basis of benefits, performing certain works for them, providing services and voluntary altruistic support manifested in the provision of other support for charitable purposes;

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

employee - a person who entered into labor relations with the Ministry;

sponsorship (sponsorship support) - legal and natural persons (sponsors) to the Ministry system (sponsored institutions) to perform work for them, provide services and provide other types of support for charitable purposes, assistance represented by the provision of property, including money, is considered, as a result of which mutual obligations arise in front of the sponsor in the institutions of the Ministry system;

patronage - protection of an employee of the Ministry system by another employee with a higher position in the form of creating favorable working conditions, taking his side in his favor;

close relatives - persons related to each other or closely related, i.e. parents, biological and adopted brothers and sisters, spouse, children (including adopted children), grandparents, grandchildren, as well as the husband's (wife's) parents, born and adopted brothers and sisters.

Chapter 2. Important principles of combating corruption

8. The anti-corruption system is organized and operates on the basis of the following principles:

legality - measures to combat corruption in the Ministry system are carried out in accordance with the requirements of the legislation of the Republic of Uzbekistan, in strict compliance with the advanced world experience in combating corruption in state bodies, as well as with the internal documents of the Ministry system;

intolerance towards corruption - the Ministry system has an intolerant (intolerant) attitude towards any forms and manifestations of corruption in all spheres of its activity. Employees of the ministry system are strictly prohibited from directly or indirectly participating in activities that may pose a risk of corruption;

openness and transparency - informing the employees and contractors of the Ministry system, the general public about the measures adopted and implemented in the Ministry system (taking into account the requirements of the legal acts on confidentiality and service secrecy);

preventive nature, systematicity and integrity of anti-corruption measures - the priority of implementing measures aimed at prevention of corruption, reasons and conditions for the commission of corrupt actions, and elimination of corruption risks. Anti-corruption measures and procedures should be compatible with the level of identified risks and integrated into the anti-corruption system covering all functions and areas of the Ministry system;

the inevitability of responsibility for corruption-related offenses - employees of the Ministry system who commit corruption-related offenses are held accountable in accordance with the legislation of the Republic of Uzbekistan and the internal documents of the Ministry system, regardless of their position and position;

achievements of scientific and technical development and use of information technologies - the Ministry system strives to widely use the latest achievements of scientific

development, including integrated information and communication systems, in the formation of the anti-corruption system;

direct appeal to the management - in the event of reliable and reasonable information that every employee of the Ministry system has committed a corrupt act, the measures provided for by the legislation of the Republic of Uzbekistan and the internal documents of the Ministry can apply to the head of the regional department or the institution under his control and the minister without any obstacles to accept measures;

mutual cooperation with representatives of civil society - the Ministry system involves representatives of civil society in order to exercise independent and impartial control over their activities in performing the functions assigned to it;

monitoring, analysis and evaluation: the system of the Ministry periodically monitors and analyzes the activity of the anti-corruption system, as well as evaluates its efficiency and effectiveness indicators;

continuous improvement of the anti-corruption system - monitoring and control of the system of preventing and combating corruption, and in order to eliminate corruption risks, measures are taken to continuously increase the efficiency of the anti-corruption system of the Ministry.

Chapter 3. The main directions of fighting against corruption

Paragraph 1. Managing conflicts of interest

9. The employees of the ministry system must fulfill their duties honestly and conscientiously, not use their position and service position and assets under the organization's control for personal gain and avoid situations that could lead to a conflict of interests.

10. Employees of the ministry system must disclose information about their personal interests that lead to or may lead to a conflict of interest during recruitment, promotion and rotation every year and depending on the occurrence of relevant situations/conditions.

11. The process of disclosing information on conflict of interest and its regulation by the employees of the Ministry system is determined in the internal departmental document on the procedure for managing the conflict of interest in the Ministry system.

12. Effective control procedures for identifying conflicts of interest should be implemented in all functions where employees of the Ministry system interact with third parties (for example, organization of tenders, calculation of ratings, etc.).

Paragraph 2. Acceptance of business gifts and hospitality signs

13. Gifts from individuals and legal entities to employees of the ministry system as part of their service obligations, hospitality signs, including loans, guarantees, guarantees, rewards, material support, non-cash and cash funds or their equivalents, valuable paper It is prohibited to receive incentives in the form of coins, cryptocurrency, other material values or services.

In this case, the items presented at conferences, seminars and various similar meetings, the total value of which does not exceed 1 times the amount of the basic calculation, are considered an exception.

The determination of the permissible value of gifts for civil servants in the context of business trips, international and other official events, and the protocols for their handling is governed by the provisions outlined in Order No. 54, dated March 11, 2023, issued by the Anti-Corruption Agency of the Republic of Uzbekistan, titled “Regulation on the Value of Gifts that Civil Servants May Accept”, along with the guidelines established in the Collective Agreement for 2023-2025 of the Ministry of Digital Technologies.

14. In order to prevent internal corruption in the ministry system, the following shall be observed when giving gifts that are not related to the acceptance of service obligations and are recognized as related to the employee's personality:

- not to create a situation of conflict of interest for the recipient of the gift and should not create any obligations to the donor;

- the gift is given openly, the fact that the gift is being given is not hidden;

- it is allowed to give a gift only on the occasion of generally recognized holidays (birthday, child birth, Defender of the Fatherland Day, International Women's Day, New Year, etc.);

- gifts must be given with the participation of at least three employees of the organization;

- when giving a gift, the reason for giving a gift is clearly stated;

- the total value of the gift (including all taxes and fees) should not exceed 5 (five) times the amount of the basic calculation;

- the amount spent by one employee of the ministry system to receive a gift for another employee should not exceed 1 (one) times the amount of the base calculation in any case.

15. For the avoidance of doubt, in connection with any holidays (including, but not limited to, birthdays, child births, Defender of the Fatherland Day, International Women's Day, New Year, etc.), this Policy

It is prohibited to receive gifts and material wealth listed in Clause 13 of this Policy from employees of other state bodies and organizations, partners and contractors, other individuals and legal entities, not mentioned in Clauses 13 and 14.

16. Giving gifts on behalf of the organization at international conferences, symposia and other business (service) meetings is carried out in accordance with the order of the head.

17. In case of doubts about the legality of giving or accepting a gift, the employee of the Ministry system should contact the internal control structure against corruption for advice.

Paragraph 3. Participation of the employees of the ministry system in activities related to their work

18. It is allowed for the employees of the ministry system to participate in activities (exhibitions, seminars, conferences, etc.) held in connection with their work activities at the invitation of international and other organizations, provided that the following conditions are observed:

- if the event complies with the legislation of the Republic of Uzbekistan, the principles and requirements of this Policy and other internal documents of the Ministry system;

- the event serves the legitimate interests of the Ministry system or the inviting party;

the event does not influence the decision-making by the employees of the Ministry system, there is a hidden illegal rewarding purpose aimed at obtaining some illegal advantages (for example, recommending customers to contact the project-research organization conducting the event) should not be;

The event should not endanger the Ministry's system and the position of the party accepting or offering the invitation in case of disclosure of information about participation in such an event;

The event must be in accordance with generally recognized scientific and business practice and must not acquire the character of entertainment content;

The event should be appropriate in terms of its essence and value, should not be too luxurious, expensive, unusual, and should not be repeated often.

19. If the organizer of business events (seminar, symposium, roundtable discussions, etc.) is within the Ministry system itself, then such business event must comply with the requirements stated in this policy.

Paragraph 4. Regulation of the process related to personnel (selection of employees, promotion, financial incentives)

20. The process of selection, attestation and evaluation of the employees of the Ministry system, including awards, bonuses and other types of incentives, should be considered transparent, equal and impartial for all employees, and should comply with the main principles and requirements of this Policy.

21. The process of selecting and appointing candidates to the Ministry's system is carried out in accordance with the manual on the examination of candidates for admission to the organization and other internal documents of the Ministry's system, as well as a comprehensive examination in accordance with the conflict of interest management procedure.

22. Decision-makers in personnel issues in the ministry system are prohibited from providing any unreasonable benefits to candidates (employees) when promoting, appointing, adding to the personnel reserve, etc.

23. Selection for vacant positions should be carried out on the basis of selection or using another method in accordance with the requirements for the position being held. In this, the candidate's qualifications, professional and scientific achievements are the main focus.

24. It is necessary to develop the procedure and criteria for evaluating the important indicators of the efficiency of the employees in the system of the ministry and motivate the employees based on it. These indicators should be impartial, transparent and open for the Ministry system employees to familiarize themselves with.

Paragraph 5. Conducting inspections and studying the activities of the Ministry system, organizations and institutions under its jurisdiction, regional departments and departments

25. When conducting various inspections, studies, monitoring (in the following places - objects of inspection) the employees of the Ministry system:

not to allow conflicts of interest to arise;

failure to carry out inspection, study, monitoring of the object of inspection, study, monitoring on its own;

visitors to the inspection, study, monitoring facility or their representatives should not be left alone with them when they personally visit the organization, its regional and structural units;

investigation, study in order to falsify possible violations, not to misinterpret the legal norms of the Republic of Uzbekistan, to report the discovered facts to law enforcement or other state bodies do not threaten to surrender;

not to threaten the employees of the inspection, study, monitoring facility;

should not be interested in issues that are not included in the subject of document request and inspection, study, monitoring;

ensure legal and professional assessment of every violation detected during inspection, study, monitoring;

making video or photo recordings of violations (when applicable), entering information about violations into the information systems used by the Ministry;

if the representatives of the object of investigation, study, monitoring provide bribes or any material assets or services to the employee of the Ministry system in order to hide the detected violations, about this to the head of the working group on investigation

and to report immediately to the internal control structure of the fight against corruption in the Ministry system;

representatives of the object of inspection, study, monitoring must be treated impartially in accordance with the principles of behavior of the employees of the Ministry system.

26. A commission will be established to consider the objections received in connection with the results of inspection

Paragraph 6. Ensuring transparent and effective cooperation with competent state bodies, counterparties and third parties

27. The Ministry system does not engage suppliers, contractors and other third parties to make any payments or actions contrary to the principles and requirements of this Policy and the laws of the Republic of Uzbekistan.

28. In relations with counterparties, the Ministry's system follows the principles of legality and transparency.

29. An honest, transparent process of selecting suppliers, contractors and other counterparties based on the use of objective criteria, as well as a transparent procedure for determining the value of the purchased goods and services provided, has been introduced in the ministry system, which are in accordance with the current legislation of the Republic of Uzbekistan and It is regulated by internal documents of the ministry system.

30. Ministry system in mutual cooperation with counterparties:

in accordance with the instructions on checking counterparties and the requirements of the legislation of the Republic of Uzbekistan, checks the reliability of the potential counterparty, including whether or not it has been involved in corrupt activities in the past, whether there is a conflict of interest with the employees of the Ministry system;

informs the potential counterparty, including the winner of procurement procedures, about its anti-corruption principles and requirements by adding special anti-corruption clauses to the text of the contract with him.

31. When interacting with competent state bodies (for example, issuing licenses, participating in specialized councils, agreeing on various documents, objects, etc.), the Ministry system ensures transparency and impartiality of document review and, in necessary cases, the said state requires additional information about the reasons for negative and other conclusions by the authorities.

Paragraph 7. Ensuring a transparent and efficient process of charity and sponsorship activities

32. The ministry system can accept donations and sponsorship support in cases defined by law. To avoid conflicts of interest in receiving such assistance, to ensure efficient and targeted allocation of funds to the goals specified in the legislation of the Republic of Uzbekistan or the contract, as well as information on charity and sponsorship activities on the Internet network of the Ministry system All measures will be taken to disclose it on the official website.

33. Donation or sponsorship support accepted by the Ministry system should not be in the form of a hidden reward and should be provided by individual employees of the Ministry system in favor of the donor or sponsor, his or her close relatives, persons related to them, as well as persons with whom the donor or sponsor has a personal interest. it should not influence the decision making.

34. The following requirements must be met when receiving donation or sponsorship assistance from the ministry system:

necessarily conclude an agreement with the donor or sponsor and determine the purpose of receiving and using the donation or sponsorship, the forms of assistance, the amount of assistance in monetary terms, and the method of reporting to the donor or sponsor about the intended use of the received assistance necessary;

include anti-corruption clauses in such contract;

Posting information about donations or sponsorships received on the official website of the Ministry's Internet network.

Paragraph 8. Anti-corruption examination of internal documents

35. When conducting a legal examination of internal documents, the legal service of the Ministry system conducts an examination of the presence of corrupt factors that create opportunities for the implementation of corrupt actions and their exclusion from the documents.

Paragraph 9. Introduction of new technologies in the field of activity of the Ministry of Digital Technologies

36. In order to minimize corruption risks, employees of the Ministry system perform their functions and duties using information technologies (if possible).

37. When conducting tenders within the framework of public procurement, the employees of the Ministry system use information technologies and carry out interaction with the participants of tenders in electronic form using the possibility of integration with other electronic systems in the online mode.

Paragraph 10. Video recording of activities in the Ministry system and its broadcasting

38. In order to control the activities of the employees, audio and video recording cameras are installed in the buildings of the Ministry system, and the recordings are reviewed by the responsible employees of the Ministry system.

39. On the official websites of the Ministry system, online broadcasting of certain processes with a high risk of corruption is posted (in particular, interviews with employees, their testing, commission meetings, etc.).

Chapter 4. Elements of anti-corruption system

Paragraph 1. Existence of important internal documents on combatting corruption

40. The basis of the anti-corruption system:

this Policy;

Code of conduct of Ministry employees;

The principles and requirements reflected in the Regulation on the procedure for managing conflicts of interest in the Ministry constitute.

41. Heads of the ministry system should show employees an example of high leadership.

42. The minister and his deputies should be an example of honest, fair and independent behavior in relation to their subordinates, citizens and legal entities and thereby serves to form in them an intolerant attitude towards corrupt actions.

43. The Minister and his deputies demonstrate leadership in establishing and implementing an effective system of combating corruption by introducing effective anti-corruption measures and procedures to the risk functions (directions) of the Ministry system.

Paragraph 2. Corruption risk identification and assessment

44. The Ministry system determines and assesses the corruption risks specific to its activity, based on the characteristics of the functions of organizational structures, interactions with society and other individuals, as well as external and internal factors in accordance with the Methodology for the Assessment of Corruption Risks in the Ministry of Digital Technologies taking into account increases in practice.

45. Corruption risk assessment is conducted at least once a year. The results of the corruption risk assessment are reviewed by the Minister. Anti-corruption measures and procedures that minimize identified risks are reflected in anti-corruption programs or road maps of the Ministry system.

Paragraph 3. Responsible for combating corruption.

46. A separate anti-corruption internal control structure will be established in order to form an effective anti-corruption system in the ministry system.

47. The internal anti-corruption control structures of the Ministry and its system carry out their activities on the basis of the Regulation on the internal anti-corruption control structure and are directly subordinated to the Minister.

48. The Minister and the heads of the system provide the internal anti-corruption control structure with a sufficient level of independence and necessary resources for the implementation of anti-corruption tasks.

49. The regulation on management of conflict of interests of human resources and personnel capacity development units of the ministry system, as well as information on close relatives of employees and related persons in the manner and scope provided for by the legislation of the Republic of Uzbekistan responsible for systematic and timely collection, analysis and actualization.

50. A separate Ethics Commission operates in the ministry system.

51. The Ethics Commission in the Ministry system considers the issues of compliance with the standards of behavior of the employees in the Ministry system established by the rules of ethical behavior, as well as interests in the manner established in the regulation on conflict of interest management in the Ministry system. participates in the process of regulating situations related to the conflict.

Paragraph 4. Ensuring the awareness of employees and third parties about the anti-corruption policy of the Ministry system

52. In order to reduce corruption risks and increase public awareness, the Ministry system will post the main information on this Policy and anti-corruption measures implemented by them on their official websites.

53. The Ministry system uses all its efforts and capabilities to inform and explain to its employees and other interested parties about the norms of the anti-corruption legislation of the Republic of Uzbekistan, as well as the introduced anti-corruption principles, measures and requirements:

sending constant messages by the management of the Ministry system through an electronic address and other means of communication about the importance of compliance with the norms and requirements adopted by employees against corruption in the Ministry system;

to ensure that the employees of the Ministry system are regularly and systematically trained and tested at least once a year on the basics of fighting corruption in accordance with the plan on training the Ministry system on the issues of combating corruption;

organizing mandatory anti-corruption courses for new employees while introducing them to this Policy and other internal anti-corruption documents of the Ministry system;

additional anti-corruption training programs are established for positions with a high risk of corruption in the ministry system. Information about the conducted training courses/trainings is stored in the Department of Human Resources Development of the

Ministry system in accordance with the procedure established by the legislation of the Republic of Uzbekistan;

organizing anti-corruption campaigns using audio and video clips and other informational materials aimed at raising the awareness of Ministry system employees and citizens about the measures being implemented to fight against corruption and forming an intolerant attitude towards corruption in them;

when questions arise related to the application of the provisions of this Policy or the implementation of anti-corruption measures and procedures, the internal anti-corruption control structure provides advice to the employees of the Ministry system;

active promotion of anti-corruption behavior in the Ministry system by the internal anti-corruption control structure based on the approved plan;

introduction of anti-corruption provisions in the employment contracts of the employees of the ministry system. The Ministry system will include anti-corruption provisions in the existing employment contracts of employees, which will be concluded with new employees of the Ministry system, as well as within the framework of revising the terms and conditions, starting from the effective date of this Policy.

Inclusion of anti-corruption clauses in contracts concluded with counterparties, partners, donors, sponsors of the ministry system. Anti-corruption provisions will be included in the contracts concluded with new counterparties, partners, donors, sponsors of the Ministry system from the time this Policy comes into force. Anti-corruption clauses are included in all contracts of the Ministry's system (e-shop, on the results of purchases through electronic auctions and state natural monopolies (post office, electricity, gas supply, water supply, railways, air llari, etc.)), excluding contracts concluded with Anti-corruption clauses will be included in contracts concluded prior to the adoption of this Policy as part of revision of terms or on initiative.

Pragraph 5. Monitoring, control and accountability

54. The Ministry responsible for combating corruption carries out continuous monitoring and control of anti-corruption procedures and evaluation of their effectiveness, adequacy and proportionality. According to the results of the conducted monitoring, appropriate measures will be taken to form a system of combating corruption in the Ministry system.

55. Monitoring and control is carried out in accordance with the Methodology for Monitoring and Controlling the Effectiveness of Anti-Corruption Procedures in the Ministry of Digital Technologies and other internal documents of the Ministry system.

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

Functions and specific aspects of the ministry system, changes in its organizational-functional structure and other external and internal factors, the organization's anti-corruption system and the need to correct it, including its compliance with the legislation of the Republic of Uzbekistan riding impact analysis;

monitoring of legislation and recommendations of authorities in the field of combating corruption used in the activities of the Republic of Uzbekistan;

monitoring of recommendations of international and foreign organizations on issues of creation and support of an effective anti-corruption system;

monitoring of the presence of information about the involvement of the Ministry system or employees of the mass media in corrupt activities, as well as similar information about the counterparties or partners of the Ministry system;

monitoring internal processes and functions of the Ministry's system on a selection basis in order to identify inefficient controls and procedures, improve them and ensure the reliability and efficiency of the anti-corruption system;

monitoring the completeness and effectiveness of the implementation of the anti-corruption program or roadmap of the ministry system;

checking compliance with the anti-corruption requirements and introduced procedures adopted by the employees of the ministry system;

checking the awareness of the employees of the ministry system about the main anti-corruption principles and requirements.

57. The effectiveness of the anti-corruption system in the Ministry system (the absence of corruption risks) is checked by conducting an internal audit of the anti-corruption system, including monitoring compliance with the requirements and procedures established in the Ministry system.

58. Results and results of monitoring and control activities of the anti-corruption system are reflected in reports on the state of the anti-corruption system. The procedure for forming and submitting reports is established in the internal departmental document on the formation and submission of reports on the state of the anti-corruption system in the Ministry system.

Paragraph 6. Accountability

59. Compliance with this Policy and compliance with the anti-corruption requirements and procedures of the Ministry system is an obligation of every employee within the scope of fulfilling their duties. Employees are personally responsible for violating the requirements and procedures regarding the fight against corruption, which are defined in this Policy and other internal documents of the Ministry system.

60. In accordance with the principle of zero tolerance for corruption, all employees of the Ministry system are strictly prohibited from participating in any corrupt actions, directly or indirectly, personally or through intermediaries, that is: illegal use of their position and official position, as well as demanding, soliciting or soliciting illegal benefits from any persons for the purpose of abusing the official position and powers, as well as by the employee from his position contrary to the legal interests of the Ministry system, including illegal use for the purpose of illegal profit for himself and third parties;

influencing a state official or any other person in his actions (ensuring his inaction) or inciting him to perform his official duties illegally in order to obtain illegal advantages for the interests of a person, including the Ministry system, illegal profit (bribery , bribery) to offer, promise, allow, present;

charging, receiving or making payments for simplification of formalities;

mediation in bribery or commercial bribery, including transferring illegal benefits to the recipient of bribes or helping the recipient or giver of bribes to reach an agreement between them to receive and give illegal benefits;

other actions or inactions of employees of the ministry system that have signs of corruption or commit it, including conflicts of interest.

61. In relation to the persons who the employees turned to their supervisors and the anti-corruption officials of the Ministry system in order to encourage them to commit corrupt acts, as well as related to the corrupt acts committed by other employees known to them. should inform about all cases.

62. Taking into account the principle of zero-tolerance (intolerance) in relation to corruption, in accordance with the procedure provided for in the regulations and other internal documents on the conduct of service inspections in the Ministry system on every reasonable suspicion that employees have committed corrupt acts in the Ministry system, and O A service inspection is conducted in accordance with the requirements of the legislation of the Republic of Uzbekistan.

63. Employees of the organization who violated the anti-corruption requirements and procedures established in this Policy, anti-corruption legislation or other internal documents of the Ministry system, regardless of the position, length of service and other factors of the legislation of the Republic of Uzbekistan and internal documents of the Ministry system within the scope and shall be held liable on the grounds provided for in them.

64. In case of detection of corrupt activities, the structure for combating corruption analyzes the causes and possibilities of their occurrence and constantly improves the system of combating corruption.

65. The results of internal investigations are constantly presented to the leader, the board of the Ministry system and presented to the heads of relevant structural units of the Ministry system.

66. The Ministry system cooperates with law enforcement and other government agencies to identify and investigate corruption offenses.

Chapter 5. Reporting corruption activities

67. In case of doubts regarding the legality or ethics of the actions of the employees of the Ministry system, suspicions related to corrupt actions or other violations or reasonable suspicions that they have been committed, they can be publicly reported through the communication channels of the Ministry system.

68. The system of the ministry ensures the confidentiality of information about the person who has provided reasonable information about the violation within the framework of its powers and available capabilities, except for the cases provided for by the legislation of the Republic of Uzbekistan.

69. The Ministry system protects the interests of its employees and may not fire, demote, discriminate, or oppress employees who report in good faith that the suspicious behavior of other employees or the anti-corruption requirements of this Policy may have been violated. , guarantees that retaliatory actions such as harassment will not be tolerated.

70. All messages received through the communication channels of the Ministry system. Receiving and reviewing messages received by the responsible persons of the Ministry system through the communication channels intended to inform about the corrupt actions in

the Ministry system, the legislation of the Republic of Uzbekistan. will be reviewed in a timely and objective manner in accordance with the internal documents related to the exit and other internal documents of the Ministry system.

71. Deliberately sending a false message by employees of the Ministry system is considered a violation of the requirements of this Policy and an example of unethical behavior, and the person who reported it may be held accountable in accordance with the legislation of the Republic of Uzbekistan and the internal documents of the Ministry system.

Chapter 6. Procedure for revisions and amendments

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

when the anti-corruption legislation of the Republic of Uzbekistan changes, which creates the need to revise the existing anti-corruption policies and procedures;

when ineffective anti-corruption control measures and procedures are identified, as well as

when there is a need to improve comprehensive measures aimed at preventing and fighting corruption in the Ministry's system;

when specific aspects of the organizational structure or functions of the ministry system change, etc.

**Minister of Digital Technologies
Republic of Uzbekistan**

Sh. Shermatov