

**Appendix No. 2
to the order of the Ministry of
Water Resources of the
Republic of Uzbekistan dated
October 17, 2023 No. 157**

**Politics
Anti-Corruption Department of the Ministry of Water Resources of the Republic
of Uzbekistan and the system organization**

Chapter 1. General rules

1. This Policy is intended to ensure the policy of honesty in the Ministry of Water Water Resources of the Republic of Uzbekistan (hereinafter referred to as the Ministry) and system organizations, that is, compliance with high standards of behavior in order to increase the culture of fighting corruption in the employees and society as a whole , also expresses its position on preventing corrupt actions by employees of the Ministry while performing their duties (service).

2. This Policy has been developed and complies with the requirements of the Law of the Republic of Uzbekistan "On Combating Corruption", decrees of the President of the Republic of Uzbekistan dated June 29, 2020 No. DP-6013 "On additional measures on improvement of the anti-corruption system in the Republic of Uzbekistan", dated June 16, 2021 No. DP-6247 "On additional measures to ensure transparency of activities state bodies and organizations, as well as the effective implementation of public control", dated May 27, 2019, No. DP-5729 "Measures to further improve the anti-corruption system in the Republic of Uzbekistan", Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated October 14, 2022 No. 595 "Additional measures to ensure compliance with the rules of etiquette of civil servants", as well as anti-corruption, recommendations and best international practices, including among the requirements and recommendations of the international standard ISO 37001:2016 "Anti-corruption management system. Requirements and recommendations for their application".

3. The Ministry adopts the Policy based on the specifics of its activities, 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 fighting corruption in the Ministry:

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;

reducing corruption risks and eliminating corruption in the ministry;

implementation of measures to prevent corruption in all spheres of activity of the Ministry;

to increase the level of legal consciousness and legal culture of the population regarding the activities of the Ministry, to form an intolerant attitude towards corruption in the society;

ensuring the transparency of the activities of the ministry's employees and compliance with the standards of conduct;

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;

eradication of existing corruption in the ministry.

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

6. Any person entering the Ministry must familiarize himself with this Policy by signing it and comply with its rules.

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

related persons – persons participating in the authorized capital of commercial Ministries with an employee of the Ministry, with the exception of those who own less than five percent of shares in joint-stock companies whose shares are publicly traded on the Republican Stock Exchange;

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

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

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

corruption – illegal use of a person's position 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 or third parties on behalf of the Ministry or in their interests;

corrupt actions – having a material interest by the employee directly or indirectly personally or through third parties for actions or inactions in the interests of the bribe giver, including money, valuable securities, other forms of property and property rights, of a proprietary nature receiving, demanding, charging, offering or giving services, giving and/or receiving bribes or mediating in this, charging fees for simplifying formalities (bribes) and illegally using one's official duties for other illegal purposes;

corruption offense – behavior with signs of corruption for which responsibility is established by the legislation of the Republic of Uzbekistan;

Anti-corruption and compliance control department – a structural structure tasked with combating corruption in the Ministry;

anti-corruption system – prevention of violations of the anti-corruption legislation of the Republic of Uzbekistan and internal documents of the Ministry on anti-corruption issues, ensuring that the employees of the Ministry carry out their activities at a high professional and behavioral level comprehensive measures on;

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

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

conflict of interest – the personal (direct or indirect) interest of the Ministry employee affects or may affect the proper performance of the person's official or service obligations, and the personal interest of citizens, Ministries, society or the state a situation where there is or may be a conflict between rights and legal interests;

localism – working only for local interests. In this case, hiring a person without taking into account whether he meets the qualification requirements for the position due to his hereditary origin (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, rotation and appointment;

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 assigning unjustified rewards to relatives and (or) friends, hiring and appointing close relatives and friends to positions to the detriment of the interests of the Ministry;

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

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

favoritism – when an employee of the Ministry gives priority to the interests of one person and/or group of persons over the interests of another person and/or group of persons, selection and placement of personnel in the Ministry, promotion, payment of bonuses and recommendations for state awards, leave or non-compliance with procedures in situations related to sending to health centers and foreign trips, applications, as well as establishing a sequence in the review of work and duty schedules.

charity (charitable aid) – transfer of material and/or intangible assets, in particular, assets in the form of money, for the Ministry by 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 as manifested in the provision of other charitable support;

international Ministry – any international Ministry established by states, governments or other international Ministries regardless of their organizational form and powers, including, for example, regional Ministries on economic integration.

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

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

patronage – the protection of an employee of the Ministry by another employee with a higher position in the form of creating favorable working conditions, supporting him;

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, great-grandparents, grandchildren as well as 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 are carried out in accordance with the requirements of the legislation of the Republic of Uzbekistan, in accordance with the advanced world experience of combating corruption in state bodies, as well as in strict compliance with the internal documents of the Ministry;

Intolerance towards corruption – the Ministry has an intolerant attitude towards all forms and manifestations of corruption in all spheres of its activity. Employees of the Ministry 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, the general public about the measures adopted and implemented in the Ministry (taking into account the requirements of the legislation on confidentiality and service secrecy);

preventive nature, systematicity and integrity of anti-corruption measures – the priority of 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 directions of the Ministry;

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

achievements of scientific and technical development and use of information technologies – the Ministry 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 – every employee of the Ministry, in the presence of reliable and reasonable information about the commission of a corrupt act, shall take 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 head of the Ministry for admission without any obstacles;

mutually cooperative with representatives of civil society – the Ministry engages representatives of civil society in order to exercise independent and impartial control over their activities in the performance of the functions assigned to it;

monitoring, analysis and evaluation – 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, the Ministry will take measures to continuously increase the efficiency of the anti-corruption fight.

Chapter 3. The main directions of fighting against corruption

1. Management of conflicts of interest

9. Employees of the Ministry should fulfill their duties honestly and conscientiously, not use their position and service position and property under the Ministry for personal gain and avoid situations that could lead to a conflict of interests.

10. Employees of the Ministry 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 shall be determined in the internal departmental document on the procedure for managing conflict of interest in the Ministry.

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

2. Acceptance of gifts and hospitality in connection with work

13. Gifts from individuals and legal entities to employees of the Ministry as part of their service obligations, signs of hospitality, 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.

14. In order to prevent internal corruption in the Ministry, 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:

it should not create a situation of conflict of interests for the recipient of the gift and should not create any obligations towards the gift giver;

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 in the presence of at least three employees of the Ministry;

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 to receive a gift for another employee should not exceed 1 (one) times the amount of the basic 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.) It is prohibited to receive gifts and material wealth listed in Clause 13 of this Policy from employees of other state bodies and Ministries, partners and counterparties, other individuals and legal entities, not mentioned in Clauses 13 and 14.

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

17. In case of doubt about the legality of giving or accepting a gift, an employee of the Ministry should contact the Department of Anti-Corruption and Compliance Control at the Ministry for advice.

3. Participation of Ministry employees in activities related to their work

18. The participation of Ministry employees in international and other Ministries' activities (exhibitions, seminars, conferences, etc.) held in connection with their work is allowed if 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;

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

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

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

The event should be in accordance with generally recognized scientific and business practice and should 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 Ministry itself is the organizer of business events (seminar, symposium, round tables, etc.), then such a business event must comply with the requirements specified in this policy.

4. Regulating the personnel process (selection of employees, promotion, financial incentives)

20. The process of selection, attestation and evaluation of the employees of the Ministry, including the implementation of 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 selection and appointment of candidates to the Ministry is carried out in accordance with the manual on the examination of candidates for admission to the Ministry and other internal documents of the Ministry, as well as a comprehensive examination in accordance with the conflict of interest management procedure.

22. The decision-maker in personnel issues in the Ministry is 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. The procedure and criteria for evaluating the important indicators of the efficiency of the employees should be developed in the Ministry and the employees should be motivated based on it. These indicators should be impartial, transparent and open for the Ministry's employees to familiarize themselves with.

5. Conducting inspections and studying the activities of state bodies and Ministries

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

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 Ministry, its regional and structural divisions;

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 inspection, study, monitoring object are offering bribes or any material assets or services to the employee of the Ministry in order to hide the detected violations, immediately report this to the head of the working group on the investigation and the internal control structure for fighting corruption in the Ministry give;

it is necessary to treat the representatives of the object of inspection, study, monitoring impartially in accordance with the principles of behavior of the employees of the Ministry.

26. A commission will be established to consider the objections received in connection with the results of inspections, studies and monitoring conducted by the Ministry.

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

27. The Ministry will 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 follows the principles of legality and transparency.

29. An honest, open and 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 purchased goods and services has been introduced in the Ministry, which are regulated by the current legislation of the Republic of Uzbekistan and internal documents of the Ministry.

30. In mutual cooperation with counterparties, the Ministry:

In accordance with the instructions on checking counterparties in the Ministry and the requirements of the legislation of the Republic of Uzbekistan, it verifies 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;

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 it.

31. When cooperating with competent state bodies (for example, issuing a license, participating in specialized councils, agreeing on various documents, objects, etc.), the Ministry ensures the transparency and impartiality of the review of documents and, in necessary cases, negative actions by these state bodies and requires additional information on the reasons for reaching other conclusions.

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

32. The Ministry may accept donations and sponsorships in cases established by law. To avoid conflicts of interest in receiving such assistance, to ensure effective and purposeful 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 All measures will be taken to make it public on the official website.

33. The donation or sponsorship support received by the Ministry should not be in the form of a hidden reward and a decision by individual employees of the Ministry 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. should not affect acceptance.

34. The following requirements must be met when receiving charitable or sponsorship assistance from the Ministry:

necessarily conclude an agreement with the donor or sponsor and specify the purposes 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 on the Internet.

8. Anti-corruption examination of internal documents

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

9. Introduction of new technologies in the field of activity of the ministry

36. In order to minimize the risks of corruption, the employees of the Ministry 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 use information technologies and carry out interaction with the participants of tenders in electronic form using the possibility of integration with other electronic systems.

10. Video recording of activities in the Ministry and its broadcast

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

39. Online broadcasting of certain processes with a high risk of corruption (in particular, interviews with employees, testing them, meetings of commissions, etc.) will be posted on the official websites of the Ministry.

Chapter 4. Elements of anti-corruption system

1. Availability of important internal documents on fighting 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 should show employees an example of high leadership.

42. The head of the Ministry and his deputies, as well as the heads of the structural divisions of the Ministry, should be an example of honest, fair and independent behavior in relation to their subordinates, citizens and legal entities, and thus, they should be against corrupt actions. serves to form an uncompromising attitude.

43. The head of the Ministry and their deputies, as well as the heads of the structural divisions of the Ministry, to establish an effective system of combating corruption by introducing effective anti-corruption measures and procedures to the risk functions (directions) of the Ministry's activities and demonstrates leadership with respect to implementation.

2. Identification and assessment of corruption risk

44. The Ministry carries out identification and assessment of corruption risks specific to its activities, taking into account 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 of assessment of corruption risks in the Ministry.

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

3. Responsible for fighting corruption

46. In order to form an effective system of combating corruption in the Ministry, a separate anti-corruption and compliance control department will be established.

47. The anti-corruption and compliance control department of the Ministry carries out its activities based on the regulation on the anti-corruption and compliance control department and is directly subordinated to the head of the Ministry (Ministerial Board).

48. The head of the Ministry provides the anti-corruption and compliance control department with a sufficient level of independence and necessary resources for the implementation of anti-corruption tasks.

49. Department of Human Resources Development and Management of the Ministry Systematic information on close relatives of employees and persons related to them in the order and volume provided for by the regulations on conflict of interest management in the Ministry, as well as the norms of the legislation of the Republic of Uzbekistan and is responsible for timely collection, analysis and updating.

50. Separate Ethics Commissions operate in all institutions of the Ministry.

51. Ethics commissions in the Ministry consider the issues of compliance with the standards of behavior of employees in the Ministry established by the rules of ethical behavior, as well as conflicts of interest in the manner established in the regulation on conflict of interest management in the Ministry participates in the process of regulating related situations.

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

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

53. The Ministry uses all its efforts to inform and explain to its employees and other interested parties 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 leadership of the Ministry via e-mail and other means of communication about the importance of compliance with the norms and requirements adopted by employees in the Ministry against corruption;

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

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

Additional anti-corruption training programs will be established for positions with a high risk of corruption in the ministry. Information about the conducted training courses/trainings is stored in the Department of Human Resources Development and Management of the Ministry in accordance with the procedure established by the legislation of the Republic of Uzbekistan;

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

When questions arise regarding the application of the provisions of this Policy or the implementation of anti-corruption measures and procedures, the Anti-Corruption and Compliance Control Department provides advice to the employees of the Ministry;

active promotion of anti-corruption behavior in the Ministry by the anti-corruption and compliance control department based on the approved plan;

Inclusion of anti-corruption provisions in employment contracts of ministry employees. The Ministry will include anti-corruption provisions in the current employment contracts of employees, which will be concluded with new employees of the Ministry, 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, and sponsors of the Ministry. Anti-corruption clauses will be included in contracts concluded with new counterparties, partners, donors, and sponsors of the Ministry from the time this Policy comes into force. Anti-corruption clauses will be included in all contracts of the Ministry (e-shop, on the results of purchases through electronic auctions and state natural monopolies (post, electricity, gas supply, water supply, railways, airlines etc.) with the exception of 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.

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.

55. Monitoring and control is carried out in accordance with the methodology of monitoring and control of the effectiveness of anti-corruption procedures in the Ministry and other internal documents of the Ministry.

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

The functions and specific aspects of the Ministry's activity, changes in its organizational-functional structure and other external and internal factors, the system

of fighting corruption of the Ministry and the need to correct it, including ensuring its compliance with the legislation of the Republic of Uzbekistan 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 Ministries on issues of creation and support of an effective anti-corruption system;

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

monitoring internal processes and functions of the Ministry based on selection 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 road map items of the Ministry;

Checking compliance with the anti-corruption requirements and introduced procedures adopted by the employees of the Ministry;

Checking the awareness of the employees of the Ministry about the main anti-corruption principles and requirements;

57. The effectiveness of the anti-corruption system in the Ministry (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 by the Ministry.

58. The 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.

6. Liability

59. Complying with this Policy and complying with the anti-corruption requirements and procedures of the Ministry is the duty of every employee within the scope of fulfilling the duties of his position. 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.

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

illegal use of one's position and official position, as well as demanding, requesting or asking for illegal benefits from any persons for the purpose of abuse of official position and powers, giving consent to receive or receiving, as well as employee's own position illegal use of his position contrary to the legitimate interests of the Ministry, including for the purpose of obtaining illegal benefits for himself and third parties;

influencing a state official or any other person in his actions (ensuring his inaction) and/or inciting illegal performance of official duties in order to obtain illegal advantages for the interests of a person, including the Ministry, illegal profit (offer, promise, allow, provide; bribery, bribery);

charging, receiving or making payments for simplification of formalities;

mediating bribery or commercial bribery, including transferring illegal benefits to the recipient or assisting the recipient or giver in reaching an agreement between them to receive and give illegal benefits;

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

61. All information related to persons who have been addressed by employees to their superiors and to the anti-corruption officials of the Ministry in order to encourage them to commit corrupt acts, as well as all related to corrupt acts committed by other employees known to them. should inform about the circumstances.

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

63. Employees of the Ministry who violate the anti-corruption requirements and procedures established in this Policy, anti-corruption legislation and/or other internal documents of the Ministry, regardless of the position, length of service and other factors, the legislation of the Republic of Uzbekistan and the internal documents of the Ministry 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 head, the Board of the Ministry and the heads of the relevant structural units of the Ministry.

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

Chapter 6. Reports of corrupt activities

67. In case of doubt regarding the legality or ethics of the actions of the employees of the Ministry, 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.

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

69. The Ministry shall protect the interests of its employees and shall 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. ensures that retaliatory actions such as harassment are not tolerated.

70. All messages received through the communication channels of the Ministry are related to the reception and consideration of messages received by the responsible persons of the Ministry through the communication channels intended to report on the legislation of the Republic of Uzbekistan, corrupt actions in the Ministry will be reviewed in a timely and objective manner in accordance with internal documents and other internal documents of the Ministry.

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

Chapter 7. Procedure for revisions and amendments

72. This Policy may be revised and corrected 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 activities of the Ministry;

When specific aspects of the organizational structure and/or functions of the Ministry change, etc.