

*Code of Ethics of the Joint-Stock Company  
“Entrepreneurship Development Company”*

**“APPROVED”**

Appendix 6 to the decision of  
the Supervisory Board of JSC

“Entrepreneurship  
Development Company”

dated April 29, 2024

Minutes No. 6/24

**CODE OF ETHICS  
of the Joint-Stock Company “Entrepreneurship Development Company”**

**“INTRODUCED”**

Executive Body of JSC “Entrepreneurship  
Development Company”

**Tashkent – 2024**

## **I. General Provisions**

1. The Code of Ethics of JSC “Entrepreneurship Development Company” (hereinafter referred to as the Company) (hereinafter referred to as the Code) is an internal document that establishes general ethical principles and values, as well as internal standards of ethical business conduct for employees.

## **II. Scope of Application of this Code**

2. The provisions of the Code of Ethics apply to members of the Executive Body of the Company and all employees, as well as to members of the Supervisory Board. Employees of the Company may not engage in any activity that violates the ethical standards of the Company.

3. In order to ensure compliance with the Code, employees of the Company must fully familiarize themselves with its rules and principles and comply with them.

## **III. Fundamental Principles of Employees’ Ethical Standards**

4. The Company is guided by high ethical standards and adheres to the following principles:

Principled conduct: constant attention to respecting the rights and interests of colleagues and other stakeholders.

Fairness: equal treatment of all clients, suppliers, and employees.

Transparency: free exchange of opinions and constructive criticism among Company employees, and respect for colleagues and clients.

## **IV. Obligation to Report Violations of the Code**

5. All employees of the Company are required to report any violations of these standards. Reports on violations of the Code must be made in accordance with the “Whistleblowing Policy”.

6. Initially, an employee should report to their immediate supervisor or senior management. If it is not possible to contact the immediate supervisor or senior management, or if they are involved in the issue, or if the employee does not wish to report the issue to their immediate supervisor, the employee must report it to the Human Resources Department, the Compliance Service, and, where necessary, to the Chairperson of the Anti-Corruption and Ethics Committee.

7. The Company guarantees the protection of all employees who report

improper actions and/or misconduct. The Company ensures the protection of the identity and rights of such employees. The Company does not impose any penalties on any employee for reporting improper actions and/or misconduct.

8. If dishonesty, provocation, manipulation of information, or other violations are proven, disciplinary measures shall be applied to the employee who committed such misconduct.

9. The Company shall conduct an internal investigation in respect of employees related to a potential violation of the laws and rules of this Code. If violations of the Code or internal regulations are identified, the employee may be held liable in accordance with applicable legislation.

## **V. Ethical Standards of Employees in the Workplace**

10. Employees must comply with the principles listed in this Code. All employees shall perform their job duties in an ethical and professional manner in the course of their employment.

11. Each employee must continuously work on self-development, and the Company shall create appropriate conditions for this.

12. Discrimination and violence in the workplace shall not be permitted.

13. The Company pursues a zero-tolerance policy toward violence. Any actions, behavior, or threats that may cause harm, injury, or other negative consequences to employees in the workplace are strictly prohibited.

14. The Company protects its employees, in accordance with the procedure established by law, from any form of discrimination based on age, gender, race, nationality, language, origin, social status, beliefs, as well as other characteristics protected under the legislation of the Republic of Uzbekistan.

15. Occupational safety and health.

16. In accordance with the legislation of the Republic of Uzbekistan, the Company shall take measures to ensure a safe working environment so that the health and lives of employees are not endangered.

17. An employee is strictly prohibited from being under the influence of any psychoactive substances during working hours at the workplace, including alcoholic beverages and narcotic substances.

18. Employees' appearance.

19. The clothing of the Company's employees at the workplace must be clean, neat and appropriate to the purpose of work activities. Wearing sportswear, beachwear, revealing clothing (shorts, T-shirts, crop tops, open shirts, etc.), as well as sports or beach footwear (sneakers, trainers, flip-flops, slippers, etc.) to work is not permitted.

## **VI. External Environment**

20. The Company protects the environment and complies with all laws and regulations in this area.

## **VII. Conflict of Interest**

21. Employees of the Company shall eliminate situations that may lead to actual or potential conflicts of interest.

22. Matters related to conflicts of interest shall be regulated by the legislation and the internal documents of the Company.

23. In the event of the occurrence of an actual or potential conflict of interest, or the appearance of a conflict of interest, an employee shall immediately notify the internal control bodies of the Company.

## **VIII. Gifts and Relations with Partner Organizations**

24. The Company supports the development of business relations with partners, clients and other stakeholder organizations.

25. In conducting cooperation with other organizations, corporate gifts and other expenses shall be made within the limits of expenses provided for in the Company's business plan.

## **IX. Final Provisions**

26. In the course of its activities, matters related to corruption, money laundering (financing of terrorism), confidentiality (commercial secrets) and other relations shall be regulated by the legislation and the internal rules of the Company (regulations, orders).

### ***Note:***

*This document is an unofficial translation of the original document in the Uzbek language and is provided for reference purposes only. In the event of any discrepancies, the original version of the document in the Uzbek language shall prevail.*