

Appendix to Order No. \_\_\_\_  
dated “\_\_\_\_” August 2025 of  
Uzbektelecom JSC

## **Supplier Code of Conduct**

Tashkent

## **I. General Provisions**

1.1 This Supplier Code of Conduct (hereinafter referred to as the Code) establishes the basic ethical requirements for service providers, manufacturers, and contracting organizations engaged on the order of Uzbektelecom Joint Stock Company (hereinafter referred to as the Company), with the exception of suppliers under procurements conducted in the form of electronic stores and auctions aimed at reducing the initial price (hereinafter referred to as the Supplier).

1.2 This Code has been developed in accordance with the legislation of the Republic of Uzbekistan, the Charter of the Company, and other internal regulations of the Company.

1.3 In cases not covered by this Code or where definitions differ from those provided herein, the concepts and definitions applicable to the Supplier shall be interpreted in accordance with the current legislation.

1.4 The Company prioritizes corporate social responsibility, protection of human rights, occupational health and safety, environmental protection, and anti-corruption measures in its activities.

## **II. Company Supplier**

2.1 In light of the development of the Company's extensive local and global telecommunications relationships, the Company values relationships with Suppliers who provide high-quality, innovative products and services at competitive prices, help mitigate the Company's business risks, comply with all applicable laws, adhere to the highest ethical standards, and meet the requirements set forth in this Code. The Company strives to implement an even better supply system to meet its needs.

2.2 This Code defines additional requirements that the Company's Supplier must comply with, beyond those established by applicable national and international laws and contractual provisions.

2.3 Suppliers must adhere to the principles set forth in this Code when entering into contractual relations with the Company.

2.4 If any part of this Code is unclear, the Supplier may contact the Company's Procurement Department for clarification.

2.5 Non-compliance with this Code may result in a review of the Supplier's cooperation with the Company.

## **III. Compliance with Applicable Laws**

3.1 The Supplier must comply with all applicable laws and regulatory legal acts of the Republic of Uzbekistan.

3.2 If the international contract stipulates provisions that are more favorable than the applicable legislation of the Republic of Uzbekistan or the standards set forth in this Code, the provisions of the international contract shall prevail.

3.3 If any requirement of this Code conflicts with the applicable legislation, the strictest provisions in accordance with the applicable legislation shall apply.

#### **IV. Human Rights**

4.1 The Supplier must ensure respect for human rights in accordance with the labor legislation of the Republic of Uzbekistan and prevent any violations of human rights.

4.2 The Supplier is always obliged to respect the dignity of individuals, the confidentiality of personal data, and the rights of every person.

4.3 The Supplier must not allow any form of unacceptable treatment towards employees, including, but not limited to, moral harassment, physical abuse, violation of the rights of persons with disabilities, slavery, and sexual violence.

#### **V. Compulsory Labor**

5.1 The Supplier must not use any form of forced labor, including labor arising from debt bondage or situations of economic necessity.

5.2 Employment relationships between the Supplier and its employees must be voluntary and free from threats, intimidation, or coercion.

#### **VI. Child Labor**

6.1 The supplier must not use child labor.

6.2 For the purposes of this Code, a child means any person under the age of 16, except for persons who have entered into employment relations from the age of 15 with the written consent of one of their parents (or a person replacing the parent).

6.3 The minimum working age is established by the International Labour Organization (ILO) conventions, as well as by the labor legislation of the Republic of Uzbekistan.

#### **VII. Environmental protection and pollution prevention**

7.1 The supplier must act in accordance with environmental protection standards and comply with laws in the field of nature conservation, minimize environmental pollution, and continuously improve environmental protection measures.

7.2 The supplier should endeavor to reduce any negative environmental impact of its activities by implementing measures, plans, and strategies to decrease carbon emissions, energy and water consumption; reduce waste and packaging materials; use renewable energy sources, energy-efficient equipment and buildings; and, in particular, employ low-emission vehicles.

7.3 The supplier must take control and treatment measures in accordance with applicable laws and regulations before releasing hazardous wastes (including those discharged into water or air) that could negatively affect human health or the environment.

7.4 The supplier shall dispose of wastes generated by its activities in accordance with national and international regulations. When transporting hazardous goods, the supplier must comply with international rules for the transportation of hazardous materials.

### **VIII. Anti-corruption and conflict of interest**

8.1 The Company establishes a zero-tolerance policy toward corruption and requires its Suppliers to adopt the same zero-tolerance approach.

8.2 The Company strictly prohibits corruption, bribery, commercial bribery, fraud, theft, and embezzlement.

8.3 The Supplier must comply with all applicable anti-corruption laws and the Company's internal documents, and maintain accurate records of all transactions concluded with the Company (excluding any false or misleading information).

8.4 The Supplier undertakes not to offer, promise, demand, or give, directly or indirectly through any third party, any money or other valuable items to obtain unlawful benefits from the Company, nor to consent to receiving them

8.5 The Supplier must not offer gifts, organize hospitality events, or provide any other benefits, directly or indirectly, to influence the Company's employees or representatives. This includes refraining from offering gifts or hosting hospitality events during negotiations with the winning bidder, or during any procurement or contract execution process, regardless of the value of such gifts or events.

8.6 The Supplier must disclose if its officer or a close relative holds, directly or indirectly, any financial interest or control in the Company (this requirement does not apply to owners of up to 5% of the Company's shares listed on a stock exchange).

8.7 The Supplier must notify the Company of any actual, potential, or perceived conflicts of interest that may relate to the Company.

8.8 A "Conflict of Interest" means any situation in which a person's personal (direct or indirect) interest affects or may affect the proper performance of their duties or responsibilities, creating a conflict between the person's personal interest and the rights or legitimate interests of citizens, organizations, society, or the state – either an existing conflict (actual conflict of interest) or a potential conflict (potential conflict of interest).

8.9 The Supplier must avoid any conflicts of interest that could negatively affect business relations.

### **IX. Confidentiality and protection of personal data**

9.1 The Supplier must maintain the confidentiality of all information related to the Company's business activities, contracts, projects, financial condition, or performance indicators, unless otherwise agreed with the Company.

9.2 The Supplier must ensure that individuals working with it do not disclose personal data.

9.3 The Supplier must comply with all laws and subordinate regulations regarding the integrity and security of information related to the collection, processing, and transfer of personal data.

9.4 The Supplier must ensure the secure storage of clients' personal data and prevent any unauthorized disclosure.

9.5 The Supplier must ensure appropriate protection of data, the reliability of information security systems, and proper supervision of its employees who handle the Company's personal data.

## **X. Anti-competitive conduct**

10.1 The Supplier undertakes not to violate national and international competition laws and anti-monopoly requirements, and not to collude for the purpose of breaching them.

10.2 The Supplier must conduct business fairly, comply with advertising and competition standards, and respect the intellectual property rights of others.

## **XI. Money laundering**

11.1 The Supplier must strictly oppose any form of money laundering derived from criminal activities and take measures to ensure that financial transactions conducted by the Supplier are not used by third parties for the purpose of laundering criminal proceeds or financing terrorism.

## **XII. Reporting of violations**

12.1 The Supplier is required to promptly report any actual or potential violations of this Code.

12.2 If you have any questions regarding this Code or believe that it has been violated, you have the right to contact the Company at [info@uztelecom.uz](mailto:info@uztelecom.uz).