

SUPPLIER CODE OF CONDUCT

JSC 'Dehqonobod Potash Plant'

1. Purpose

This Code of Conduct establishes the minimum ethical, social, and environmental standards for all suppliers cooperating with JSC "Dehqonobod Potash Plant".

2. General Principles

Suppliers shall:

- Act with integrity, transparency, and fairness;
- Avoid any form of corruption, bribery, or unlawful advantage;
- Ensure responsibility for the quality of goods and services provided.

3. Labor Rights

- Child labor and forced labor are strictly prohibited.
- Employees must work under safe and healthy conditions.
- Discrimination, coercion, or harassment of employees is not allowed.

4. Health and Safety

- Workplaces must comply with the occupational safety and sanitation standards of the Republic of Uzbekistan.
- Emergency preparedness and response measures must be established and maintained.

5. Environmental Protection

- Suppliers shall manage waste properly and use water and energy resources efficiently.
- The use of chemicals must be safe and comply with applicable legal requirements.

6. Compliance with Laws

Suppliers must comply with all relevant national and international laws, including labor, tax, export-import, and environmental regulations.

7. Monitoring and Compliance

JSC "Dehqonobod Potash Plant" reserves the right to monitor suppliers' compliance with this Code. Violation of the Code may result in the termination of business relations.