ROADMAP
for the formation of the anti-corruption management system at the state enterprise "Navoiyuran"

No.	Name of event	Deadline	Executives
	Formation of internal departmental documents on anti-corruption		
1	Anti-corruption policy of "Navoiyuran" state enterprise	2023 June	Compliance Control Department, Legal Service
2	Regulation on conflict of interest management in Navoiyuran state enterprise system	2023 June	Compliance control department, Regulatory department, Legal Service
3	Regulations for receiving and reviewing reports of corrupt behavior at Navoiyuran state enterprise through communication channels	2023 June	Compliance control department, Regulatory department, Legal Service
4	Instruction on organization of anti-corruption training of employees at Navoiyuran state enterprise	2023 June	Compliance Control Department, HR, Project Office, Legal Service
5	Guidelines for checking counterparties at the state enterprise "Navoiyuran"	2023 June	Compliance control department, Regulatory department, Legal Service
6	Instructions for the examination of candidates for employment at the Navoiyuran state enterprise	2023 July	HR, Legal Service
7	Methodology of monitoring and controlling the effectiveness of the fight against corruption in the state enterprise "Navoiyuran"	2023 July	Compliance Control Department, Legal Service
8	Regulations on the formation and presentation of the report on the status of the anti-corruption system at the state enterprise "Navoiyuran"	2023 July	Compliance Control Department, Legal Service
9	Regulation on conducting service inspections at the state enterprise "Navoiyuran"	2023 July	Compliance control department, Regulatory department
10	Regulation on conducting procurement in the state enterprise "Navoiyuran"	2023 Q3	Procurement Planning Division, Compliance Control Division
11	Rules of conduct for employees of the state enterprise "Navoiyuran"	2023	HR, Compliance Control Division
12	Anti-corruption expertise of internal departmental documents	Regularly	Legal Service
13	Risk management policy at Navoiyuran state enterprise	2023 July	Compliance Control Department, Legal Service
	Practical measures on anti-corruption		

14	Conducting anonymous surveys to study public opinion on the state of corruption in the enterprise, trends and causes, effectiveness of anti-corruption measures. Development of necessary measures and actions based on the survey results	2023	Compliance Control Department, HR, Regulatory department
15	Development of a map of corruption risks and measures in the enterprise system	2023 Q3	Compliance Control Department
16	Timely detection of conflicts of interest in the company, filling out declarations of conflicts of interest from employees to prevent the negative consequences of corrupt situations	Every 6 months	Compliance Control Department, HR, Regulatory department
17	Monitoring and control of the effectiveness of anti-corruption procedures in the enterprise	2023 October-November	Compliance Control Department
18	Analysis of the results of receiving and considering corruption reports received through the company's communication channels	Regularly	Compliance Control Department, HR, Regulatory department
19	Ensuring transparency and legality in the field of public procurement carried out by the enterprise, conducting compliance audits to prevent corruption cases	Regularly	Procurement Planning Division, Compliance Control Division
20	Studying the cases of making the recruitment process transparent and open in the enterprise and preparing analytical information on their results	Regularly	HR, Legal Service
Anti-corruption promotion activities			
21	Posting internal anti-corruption regulations on the company's official website in three (Uzbek, English, Russian) languages (anti-corruption policy, conflict of interest, Code of Conduct), and continuous coverage of anti-corruption activities in the company	At the end of each Quarter	PR service, Information Technology and Digitization, Compliance control department
22	Detection of corruption risks in the enterprise on time and eliminating them, developing and implementing measures to eliminate their consequences, enabling conditions and reduce them to a minimum level	Regularly	Compliance control department, Regulatory department,
23	Preparation of information materials in the field of combating corruption in the enterprise and placing them on stands, giving suggestions on covering the work being carried out in this direction through mass media	At the end of each Quarter	PR service, Information Technology and Digitization, Compliance control department
24	Implementation of anti-corruption training of enterprise employees	2023 December	Compliance Control Department, HR