

APPROVED
by the decision of the Board of Directors
of JSC «NC «Kazakhstan Engineering»
(Kazakhstan Engineering)
dated September 13, 2022
(protocol № 13)

ANTI-CORRUPTION POLICY OF THE JOINT STOCK COMPANY
«KAZAKHSTAN ENGINEERING» NATIONAL COMPANY»

Nur-Sultan

1. General provisions

1. This Anti—Corruption Policy of the Kazakhstan Engineering National Company Joint Stock Company (hereinafter referred to as the Policy and the Company, respectively) has been developed in accordance with the current anti-corruption legislation of the Republic of Kazakhstan and internal documents of the Company. The Policy is a fundamental internal document of the Company, regulating the basic principles, approaches and requirements for the organization of internal control in order to combat corruption in the Company, defines the managerial and organizational foundations for preventing and combating corruption.

2. This Policy establishes:

- 1) goals and objectives in the field of anti-corruption;
- 2) basic principles of anti-corruption;
- 3) requirements of the anti-corruption legislation of the Republic of Kazakhstan and obligations to comply with it;
- 4) a set of measures to prevent and combat corruption;
- 5) responsibility for non-compliance with this Policy.

3. The main purpose of this Policy is to develop and implement a system of measures to identify, study, limit and eliminate the causes and conditions that contribute to the commission of corruption offenses, the formation of an anti-corruption culture in the Company, characterized by intolerance of policy subjects, the commitment of the Company and its officials and employees to high standards of behavior, strengthening business reputation and increasing confidence in the Company.

2. Scope of application

4. This Policy is mandatory for review, execution and strict compliance by all officials and employees of the Company.

5. This Policy is subject to posting on the Company's corporate website.

3. Terms and definitions

6. The following terms and definitions are used in this Policy:

1) **anti-corruption legislation of the Republic of Kazakhstan** - the Law of the Republic of Kazakhstan "On Combating Corruption" and other regulatory legal acts on combating corruption;

2) **official** - member of the Board of Directors of the Company, member of the Management Board of the Company;

3) **The Company's Code of Business Ethics** is an internal document of the Company that establishes values, basic principles and standards of conduct aimed at developing corporate culture and strengthening the Company's reputation;

4) **conflict of interests** - a contradiction between the personal interests of officials / employees and their official powers, in which the personal interests of these persons may lead to improper performance of their official powers;

5) **corruption** — illegal use by Company officials of their official (official) powers and related opportunities in order to obtain or extract personally or through intermediaries property (non-property) benefits and advantages for themselves or third parties, as well as bribery of these persons by providing benefits and advantages;

6) **a corruption offense** is an unlawful guilty act (action or omission) that has signs of corruption, for which administrative and criminal liability is established by law;

7) **corruption risk** — the possibility of causes and conditions that contribute to the commission of corruption offenses;

8) **anti—corruption** - the Company's activities within its powers to prevent corruption, including the formation of an anti-corruption culture in the Company, the identification and elimination of causes and conditions conducive to the commission of corruption offenses, as well as the identification, suppression, disclosure and investigation of corruption offenses, and elimination of their consequences;

9) **prevention of corruption** - the Company's activities to study, identify, limit and eliminate the causes and conditions that contribute to the commission of corruption offenses by developing and implementing a system of preventive measures;

10) **employees** — individuals who are in an employment relationship with the Company.

7. The definitions applied, but not disclosed in this Policy, correspond to the definitions used in the legislation of the Republic of Kazakhstan, the Charter and other internal documents of the Company.

4. The purpose and objectives in the field of anti-corruption

8. The purpose of combating corruption in the Company is to minimize the risk of involvement of officials and employees of the Company, regardless of their position, in corruption activities.

9. In order to achieve this goal, this Policy provides for the following tasks:

1) formation of an understanding of zero tolerance for any corruption among the Company's officials and employees;

2) generalization and explanation of the main requirements of the anti-corruption legislation of the Republic of Kazakhstan, which can be applied to the Company, officials and employees;

3) establishing the obligation of officials and employees of the Company to know and comply with the principles and requirements of the anti-corruption legislation of the Republic of Kazakhstan, this Policy, as well as to carry out adequate procedures for the prevention and prevention of corruption;

4) development and implementation of anti-corruption measures aimed at preventing and combating corruption, minimizing and (or) eliminating the consequences of corruption offenses.

5. Basic principles of anti-corruption

10. The main principles of anti-corruption in the Company are:

1) **zero tolerance for any manifestations of corruption** — The Company adheres to the principle of complete rejection of corruption in all forms and manifestations in the conduct of its activities.

The principle of zero tolerance for any manifestations of corruption means a strict prohibition for officials and employees of the Company acting on behalf of the Company or in its interests, directly or indirectly, personally or through any mediation to participate in corrupt actions;

2) **the commitment of the top management to an irreconcilable attitude to corruption** — the Board of Directors of the Company plays a key role in forming a culture of intolerance to corruption and creating a system of prevention and combating corruption in the Company. Members of the Board of Directors and the Management Board of the Company must declare an irreconcilable attitude to any forms of corruption and at all levels, demonstrate, observe and implement this principle by personal example;

3) **employee engagement** — The Company informs its officials and employees about the provisions of the anti-corruption legislation of the Republic of Kazakhstan and welcomes their active participation in the formation and implementation of anti-corruption standards and procedures;

4) **inevitability of punishment** — The Company declares the inevitability of punishment of the Company's employees, regardless of their position, work experience and other conditions, in case they commit corruption offenses in the performance of their official duties;

5) **effectiveness of anti—corruption procedures** - The Company strives to make the procedures as transparent, clear, feasible as possible, which ensure their easy implementation and obtaining a meaningful result;

6) **due diligence** — The Company checks third parties and candidates for employment before making a decision on the beginning or continuation of business/employment relations for their reliability, rejection of corruption and absence of a conflict of interests;

7) **interaction and coordination** — The Company ensures interaction and cooperation in the field of anti-corruption activities with state bodies and third parties of the Company, as well as coordination of actions in the process of combating corruption.

6. Requirements of the anti-corruption legislation of the Republic of Kazakhstan and obligations for its implementation

11. In accordance with the anti-corruption legislation of the Republic of Kazakhstan, corruption crimes/offenses for which responsibility is provided are the following (but are not limited to the listed):

1) embezzlement or embezzlement of someone else's entrusted property committed by an official, if these acts involve the use of his official position;

2) legalization (laundering) of money and (or) other property obtained by criminal means, committed by an official, if this act involves the use of his official position;

3) economic smuggling committed by an official, if this act involves the use of his official position;

4) abuse of official authority, abuse of power or official authority;

- 5) illegal participation in business activities;
- 6) receiving a bribe, giving a bribe, mediation in bribery;
- 7) official forgery;
- 8) inactivity in the service;
- 9) abuse of power, excess or inaction of power;
- 10) negligence;
- 11) provision of illegal material remuneration by individuals and legal entities;
- 12) receipt of illegal material remuneration by an official;
- 13) hiring of persons who have previously committed a corruption crime.

12. The Company, its officials and employees are obliged to comply with the norms of anti-corruption legislation, as well as the principles and requirements of this Policy. When implementing this Policy, the Company proceeds from the fact that its officials and employees, directly or indirectly, personally or through third parties, are prohibited from participating in corrupt actions, namely:

1) offer, promise or carry out bribery, i.e. the provision or promise to provide any financial or other benefit/advantage with the intent to induce any person to perform his official duties improperly;

2) demand, agree to accept or accept bribes, that is, receiving or agreeing to receive any financial or other benefit/advantage for performing their official duties improperly;

3) offer, promise or make payments, except as provided by law, to present gifts to persons authorized to perform state functions, as well as to persons equated with them for speeding up or simplifying established procedures;

4) offer, promise or make payments to third parties if there is a suspicion that payments can be used to speed up or simplify established procedures;

5) offer, promise or provide employment in the Company (including on a temporary basis) in exchange for personal benefits;

6) facilitate the acceptance or acceptance of inflated or fictitious payments from third parties;

7) to give or receive gifts or hospitality signs that contradict the requirements of the anti-corruption legislation of the Republic of Kazakhstan and internal documents of the Company.

13. Officials and employees of the Company in their professional activities must strictly observe the following standards of conduct:

1) comply with the requirements of the legislation of the Republic of Kazakhstan and this Policy;

2) be honest and decent in business relations, refrain from any unfair methods of performing official duties;

3) to prevent the commission of actions capable of discrediting the Company;

4) not to use for personal purposes the official position and confidential information, tangible and intangible assets of the Company;

5) to prevent illegal actions, or actions that may raise suspicions about their legality and ethics;

6) to support and demand from colleagues the observance of a high legal anti-corruption culture;

7) refrain from assisting anyone in conducting activities similar to the Company's activities;

8) not to incite other employees to commit corruption offenses and not to encourage such actions;

9) not to carry out official duties in the presence of a conflict of interests.

14. Employees of the Company are obliged to:

1) refrain from committing and (or) participating in the commission of corruption offenses in the interests or on behalf of the Company;

2) refrain from behavior that may be interpreted by others as a willingness to commit or participate in the commission of a corruption offense in the interests or on behalf of the Company;

3) inform the direct supervisor about the possibility of a conflict of interest arising or arising from the employee.

4) family members of a person are not entitled to receive material remuneration, gifts or services provided for the actions (inaction) of this person in favor of the persons who provided material remuneration, gifts or services, if such actions (inaction) are included in the official powers of this person. or, by virtue of its official position, it can contribute to such actions (inaction).

7. A set of measures to prevent and combat corruption

15. Corruption risk may arise in some areas of the Company's activities. Such areas include, but are not limited to the listed:

1) involvement of third parties and making payments to third parties;

2) gifts and representation expenses;

3) personnel management.

4) establishment of organizational and legal mechanisms that ensure accountability, accountability and transparency of decision-making procedures;

5) compliance with the principles of fair competition;

6) prevention of conflicts of interest;

7) acceptance and compliance with business ethics standards;

8) taking measures to form an anti-corruption culture;

9) interaction with state bodies and other organizations on the prevention of corruption.

8. Involvement of third parties and making payments to third parties

16. The Company refrains from involving third parties that violate the principles and requirements of the anti-corruption legislation of the Republic of Kazakhstan, this Policy or create a risk of loss of business reputation for the Company.

17. Before making a decision to start or continue business cooperation with third parties, the relevant structural divisions of the Company initiating the involvement of third parties are obliged to:

1) comply with the procedures established by the legislation on procurement of certain subjects of the quasi-public sector and internal documents of the Company;

2) monitor third parties for any manifestations of corruption by carrying out the following procedures (including, but not limited to):

- checking the availability of their own anti-corruption policies and procedures, readiness to comply with the requirements of this Policy and to carry out mutual cooperation in the field of anti-corruption;

- checking of business reputation and absence of conflict of interests;

- checking for false entrepreneurship, reliability, the presence of tax and other debts, the source of funds, through data from open information sources (the Portal of the Electronic Government of the Republic of Kazakhstan, egov.kz , State Revenue Committee of the Ministry of Finance of the Republic of Kazakhstan, kgd.gov .kz, etc.);

3) include an anti-corruption clause in the concluded transactions.

4) inform third parties about the principles and requirements of this Policy.

18. The Company welcomes the adoption by third parties of anti-corruption policies and procedures, as well as standards of conduct.

9. Gifts and representation expenses

19. The Company recognizes the exchange of business gifts and the implementation of representative expenses, including business hospitality, as a necessary part of doing business and generally accepted business practice.

The company encourages an atmosphere of honesty and transparency regarding business gifts and business hospitality expenses.

The company excludes the personal element, that is, not giving a gift and other items personally to an individual.

8. The exchange of business gifts and the implementation of representative expenses, including business hospitality of the Company with third parties, must meet the following criteria:

1) fully comply with the norms of the current legislation of the Republic of Kazakhstan, internal documents of the Company on representation expenses;

2) to be reasonably justified, proportionate, not to be cash or non-cash funds, securities, precious metals and not to represent other types or equivalents of cash, as well as not to be a luxury item;

3) not to represent a hidden reward for a service, action, inaction, connivance, patronage, granting of rights, making a certain decision on a transaction, agreement, license, permit, etc. or an attempt to influence the recipient for another illegal or unethical purpose;

4) not to create a risk that may lead to loss of business reputation for the Company, its officials and employees.

9. It is prohibited to accept gifts and hospitality from any potential participant in the procurement carried out by the Company. If there are doubts about the compliance of a business gift or event with the requirements of this Policy, an official or employee of the Company should consult with the Company's Compliance Officer and the Company's immediate superior.

10. Personnel management

22. The Company adheres to the principles of objectivity and honesty when making personnel decisions. In order to eliminate corruption risks in the recruitment, evaluation, promotion and dismissal of personnel, the Company:

1) develops and approves, in accordance with the established procedure, transparent procedures for the selection and recruitment of personnel and the relevant qualification requirements for the position;

2) checks candidates for employment before making a decision on the beginning or continuation of employment relations for their reliability and the absence of a conflict of interests;

3) assesses the activities of the staff and pays remuneration based on the effectiveness of its key performance indicators and professional achievements;

4) decides on promotion to a higher position based on the business qualities and qualifications of the employee;

5) carries out the procedure of termination of employment relations with an employee on the grounds provided for by the legislation of the Republic of Kazakhstan.

23. The consent of the Company's officials and employees to adopt anti-corruption restrictions is fixed by the structural unit responsible for the formation and maintenance of personnel policy in the Company within no more than 5 working days from the date of taking office/ hiring, according to the Company's anti-corruption standard.

24. In case of non-acceptance of anti-corruption restrictions by Company officials, entails refusal to accept a position, or dismissal from office (dismissal from office).

25. In case of non-acceptance of anti-corruption restrictions by the Company's employees (with the exception of officials), the information is brought to the attention of the Compliance Officer for taking appropriate measures.

26. Failure by officials/employees of the Company to comply with anti-corruption restrictions entails bringing them to responsibility in accordance with the current legislation of the Republic of Kazakhstan.

11. Prevention and resolution of conflicts of interest

27. Conflict of interest management is one of the most important anti-corruption mechanisms. The Company pays great attention to preventing the realization of risks associated with a conflict of interests and their settlement.

28. Officials and employees of the Company, when performing their official duties, are obliged to be guided by the interests of the Company and avoid situations or circumstances in which their personal interests will contradict the interests of the Company. In the event of a conflict of interest (or the possibility of its occurrence), the Company's officials and employees are obliged to bring this information to the attention of the Company's immediate supervisor or higher management in writing.

29. The Chairman of the Board of Directors or the Chairman of the Management Board of the Company, upon requests from officials and employees or upon receipt of information from other sources, must promptly take appropriate response measures in accordance with the Rules for Resolving Corporate Conflicts and Conflicts of Interests of the Company.

30. The Company must keep records of affiliated persons in accordance with the requirements of the legislation of the Republic of Kazakhstan and internal documents of the Company.

12. Identification and assessment of corruption risks

31. The Company annually identifies, evaluates corruption risks, and develops measures to minimize them in accordance with the Company's internal risk management documents.

32. The purpose of identifying and assessing corruption risks is to identify those types of activities and business processes of the Company that are subject to risks of non-compliance with anti-corruption legislation, and where there is a high probability of corruption offenses committed by officials and employees of the Company, both for personal gain and for the benefit of the Company.

33. Identification and assessment of corruption risks is carried out on the basis of anti-corruption monitoring and internal analysis of corruption risks.

13. Anti-corruption monitoring

34. Anti-corruption monitoring is the Company's activity in collecting, processing, summarizing, analyzing and evaluating information related to the effectiveness of anti-corruption policy, the state of law enforcement practice in the field of combating corruption, as well as the perception and assessment of the level of corruption by the Company.

35. The subject of anti-corruption monitoring is the Company's activities. Anti-corruption monitoring is carried out by the Company on its own initiative, the results of which can be the basis for conducting an internal analysis of corruption risks, as well as for improving measures aimed at forming an anti-corruption culture.

36. Anti-corruption monitoring is carried out by:

1) studying the activities of the Company's structural divisions on anti-corruption issues;

2) study of publications in the mass media and appeals of individuals and legal entities on anti-corruption issues;

3) consideration of the results of sociological surveys on anti-corruption issues.

37. The results of anti-corruption monitoring can be sent to the authorized anti-corruption body for generalization.

38. When conducting anti-corruption monitoring, the Company is guided by the Rules of Anti-corruption Monitoring approved by the authorized state anti-corruption body.

14. Internal analysis of corruption risks

39. Internal analysis of corruption risks (hereinafter referred to as Analysis) refers to activities to identify and study the causes and conditions that contribute to the commission of corruption offenses.

40. The decision to conduct the Analysis is made by the Chairman of the Management Board of the Company, including on the basis of the results of anti-corruption monitoring.

41. The object of the Analysis is the activity of the Company's structural divisions and is carried out in the following areas:

1) identification of corruption risks in internal documents affecting the activities of the structural unit;

2) identification of corruption risks in the organizational and managerial activities of the structural unit.

42. In internal documents affecting the activities of a structural unit, discretionary powers and norms that contribute to the commission of corruption offenses are identified.

43. The organizational and managerial activities of a structural unit include the following issues:

- personnel management, including staff turnover;

- conflict of interest settlement;

- implementation of the functions of the structural unit;

- other issues arising from the organizational and managerial activities of the unit.

44. In order to adopt a zero level of risk tolerance and in each case, the Company develops measures to minimize the risks of corruption identified by the results of internal analysis.

The procedure for identifying and assessing corruption risks and developing measures to minimize them is regulated by this Policy and other internal documents of the Company.

15. Development of anti-corruption standards, formation of an anti-corruption culture

45. Anti-corruption standards - a system of recommendations established for the Company's activities aimed at preventing corruption in accordance with the Company's Anti-Corruption Standard approved by the Company's Management Board.

46 The Company's Anti-Corruption Standard defines the actions and decisions of persons working in the Company aimed at strict compliance with them and prevention of corruption.

47. The Anti-corruption standard is taken into account when developing internal documents of the Company.

48. The objectives of the anti-corruption standard are:

1) formation of sustainable anti-corruption behavior of persons working in the Company;

2) timely detection of corruption manifestations and prevention of their negative consequences;

3) formation of an anti-corruption culture;

4) anti-corruption education.

49. Formation of an anti—corruption culture is the Company's activity to preserve and strengthen the Company's value system reflecting intolerance to corruption.

The formation of an anti-corruption culture is the duty of every employee of the Company and is carried out by conducting explanatory work in the Company and other measures provided for by the legislation of the Republic of Kazakhstan.

50. Anti—corruption education is a continuous process of education and training carried out for the purpose of moral, intellectual, cultural development and the formation of an active civic position of rejection of corruption by a person.

16. Reports of corruption offenses

51. If there is any evidence that a corruption offense has taken place in the Company, it must be immediately reported to the «hotline» indicated on the Company's corporate website and (or) write to the e-mail «compliance.officer@ke.kz», and (or) to the Company's official social media pages (Facebook, Instagram), information / links about which are posted on the corporate website of the Company, as well as to the Compliance Officer of the Company, his immediate and superior manager, the Security Service of the Company.

17. Official investigations of corruption offenses

52. For all reports of corruption offenses in the Company, an audit or an internal investigation is carried out with the participation of the relevant structural divisions of the Company within a reasonable time.

53. If, according to the results of an internal investigation, the fact of corruption is established, the completion of the investigation is considered to be the adoption of corrective measures based on the principle of zero tolerance for any manifestations of corruption, up to the termination of employment relations and the transfer of materials to the relevant authorized state bodies.

18. Mutual cooperation

54. The Company cooperates with authorized state bodies and organizations, as well as third parties in the field of anti-corruption on the basis of the principle of reciprocity, in order to:

- 1) informing about cases of violations that have signs of corruption;
- 2) assistance in conducting investigations of violations with signs of corruption;
- 3) coordination during inspections of the Company's activities on compliance with anti-corruption legislation and the development of joint measures to prevent and combat corruption;
- 4) providing comments/participation in meetings (meetings) at the request of authorized state bodies and organizations related to issues of anti-corruption legislation.

19. Responsibility

55. Officials and employees of the Company bear the responsibility established by the legislation of the Republic of Kazakhstan for committing corruption offenses.

56. Company officials are subject to disciplinary responsibility in accordance with the laws of the Republic of Kazakhstan for non-fulfillment or improper performance of official duties to prevent the commission of corruption offenses by subordinate employees.

57. Officials and employees of the Company, to whom appropriate measures have been applied for committing corruption offenses, are not exempt from liability and from compensation for material damage to the Company, except by a court decision of the Republic of Kazakhstan that has entered into force.

58. Officials, employees and structural divisions of the Company are responsible for fulfilling the requirements of this Policy within their competence.

59. In order to strictly comply with the Policy, newly appointed officials and employees of the Company must, annually, fill out and sign a declaration of conflict of interest (Appendix №1 and №2).

**Appendix №1
to the Anti-Corruption Policy
of JSC NC «Kazakhstan Engineering»**

**Declaration on the conflict of interests of the joint-stock company «National
Company «Kazakhstan Engineering»**

(surname, first name, patronymic and position of the declarant)

«__»_____20__

This document is confidential and will be used only in the joint stock company «National Company «Kazakhstan Engineering». The information provided in the declaration will not be disclosed to the outside party.

The declarant should carefully read the questions below and answer «Yes» or «No» to each of them.

The validity period of the declaration is 1 year.

STATEMENT

Before filling out this Declaration, I have read (familiarized myself with):

- Anti-corruption policy of the joint Stock Company «National Company «Kazakhstan Engineering».

(signature, surname and initials of the declarant)

« »_____2022

The declarant fills in and signs each sheet with his own hand

№	Questions	Yes	No
1	We ask you to list the legal entities belonging to you or your close relatives, indicate whether you or your close relatives carry out activities as an individual entrepreneur: _____		
2	Please list the close relatives working in the joint stock company «National Company» Kazakhstan Engineering» (position, division): _____		
3	For current employees: Indicate whether these relatives are subordinate to you, or whether they are your supervisors, as well as whether you and your relatives participate in the same production process: _____		
External interests or assets			
2.	Are you or the persons representing your interests a direct owner, beneficiary or shareholder, or have another financial interest:		
2.1.	In an organization that is a business partner of the joint stock company «Kazakhstan Engineering» National Company» (counterparty, contractor, supplier, etc.).		
2.2.	In an organization that plans or takes actions to become a business partner of the joint stock company "National Company "Kazakhstan Engineering" (Kazakhstan Engineering)" or conducts negotiations with it.		
2.3.	In the activities of other persons (legal entities or individuals), the purpose, interests and field of activity of which are identical to the goals, interests and field of activity of the joint-stock company «National Company «Kazakhstan Engineering».		
2.4.	In an organization acting as a party in a court or other proceeding with the joint stock company «National Company «Kazakhstan Engineering».		
3.	Are you and/or your close relatives and/or persons representing your interests members of management bodies (Board of Directors, Management Board) or executive heads (directors, deputy directors, etc.), as well as employees, advisers, representatives or other affiliated persons:		
3.1.	In an organization that is a business partner of the joint stock company «National Company «Kazakhstan Engineering» (counterparty, contractor, supplier, etc.).		
3.2.	In an organization that plans or takes actions to become a business partner of the joint stock company "National Company "Kazakhstan Engineering" (Kazakhstan Engineering)" or conducts negotiations with it, including participating in the procurement procedure / bidding on поставку товаров,		

№	Questions	Yes	No
3.3.	In the activities of competitors of the joint stock company «National Company «Kazakhstan Engineering» (any legal entities or individuals).		
Personal interests and honest business conduct			
4.	Have you participated in any commercial transaction on behalf of the joint-stock company «Kazakhstan Engineering «National Company» (as a decision-maker, responsible for fulfilling the terms of the contract, accepting works or services, signing/approving the act of completed works, etc.), in which You and/or your family members (or persons equated to them, such as parents, spouse, children, brothers, sisters, as well as brothers, sisters, parents, children of spouses and spouses of children) and other persons had a personal interest.		
5.	Have you provided assistance to a business partner of the Joint Stock Company «Kazakhstan Engineering «National Company» in which you and/or your family members (or persons equated to them, such as parents, spouse, children, brothers, sisters, as well as brothers, sisters, parents, children spouses and spouses of children), as well as persons representing your interests, had a personal interest?		
Equal rights of employees			
6.	Do your close relatives or persons equated to them, such as parents, spouse, children, brothers, sisters, as well as brothers, sisters, parents, children of spouses and spouses of children work under your leadership in the joint stock company «National Company «Kazakhstan Engineering»		
7.	Do your close relatives or persons equated to them, such as parents, spouse, children, brothers, sisters, as well as brothers, sisters, parents, work in the joint stock company «National Company «Kazakhstan Engineering» in a position that has an impact on the evaluation of the effectiveness of your work, children of spouses and spouses of children).		
8.	Have you contributed to the employment in the joint-stock company «National Company «Kazakhstan Engineering», appointment to a higher position, have you evaluated the work, have you determined the amount of wages or contributed to the refusal to impose disciplinary liability, or provided another type of patronage for your close relatives or persons equated to them, such as parents, spouse, children, brothers, sisters, as well as brothers, sisters, parents, children of spouses and spouses of children?		
Other issues			
9.	Are you aware of other situations or circumstances not described above that lead or may lead to a conflict of interest, or may give your colleagues and supervisors the impression that you are in a conflict of interest when making decisions.		

STATEMENT

1. I hereby confirm that I have read (read) and understood (understood) all of the above questions, and my answers to them, as well as any explanatory information, are complete, truthful and reliable.

2. I hereby give my consent to the joint stock company «National Company «Kazakhstan Engineering» to process my personal data specified in this declaration.

_____/_____
(signature, surname and initials of the declarant)

« _ » _____ 20__.

Appendix № 2
to the Anti-Corruption Policy
of JSC NC «Kazakhstan Engineering»

Confirmation

(Please check the appropriate boxes)

- I confirm that I have studied and understood the Anti-Corruption Policy in the joint Stock Company «National Company «Kazakhstan Engineering».
- I undertake to strictly comply with anti-corruption standards and restrictions, as well as to follow the requirements established by the Anti-Corruption Policy in the Joint Stock Company «National Company «Kazakhstan Engineering».
- I agree to confirm once a year during the term of performance of labor and/or official duties that I have studied, understood and undertake to follow the requirements established by the Anti-Corruption Policy in the joint Stock Company «National Company «Kazakhstan Engineering».
- I am notified that if I violate the Anti-Corruption Policy in the joint Stock Company «National Company «Kazakhstan Engineering», I may be brought to disciplinary, civil, administrative responsibility, including dismissal from my position, in accordance with the procedure established by legislative acts of the Republic of Kazakhstan.
- I undertake to take measures to prevent and prevent any possibility of a conflict of interest and immediately notify the Employer of the conflict of interest or the possibility of its occurrence as soon as he becomes aware of it, in order to resolve the conflict of interest.

Please sign here

FULL name _____

Signature _____

Date _____