IJRO.GOV.UZ тизими орқали ЭРИ билан тасдиқланган, Ҳужжат коди: DB26922657

UZBEKISTAN Airports Aksiyadorlik Jamiyati | Joint-Stock Company

4 dekabr 2025 yil. **710** Toshkent shahri

“APPROVED”
Chairman of the Board of
“Uzbekistan Airports” JSC
J.O. Umarkhodjayev

“TASDIQLAYMAN”
“Uzbekistan Airports”AJ
boshqaruvi raisi
J.O. Umarxodjayev

UZBEKISTAN AIRPORTS JSC SUSTAINABILITY POLICY

Purpose
The purpose of this Sustainability Policy is to define the principles and commitments guiding Uzbekistan Airports Joint Stock Company in integrating sustainability across all aspects of its operations.
The policy wants to reflect "Uzbekistan Airports' commitment to supporting the objectives outlined in national and international frameworks, including the *Uzbekistan 2030 Strategy and the United Nations Sustainable Development Cooperation Framework*, while aligning with industry organizations such as the *International Civil Aviation Organization (ICAO) and Airport Council International* (*ACI)*.
Sustainability goals cover promoting sustainable growth, responsible resource management, and social well-being in accordance with the laws of the Republic of Uzbekistan and international standards.

Scope
This Policy applies to Uzbekistan Airports and extends as guiding practice to all its subsidiaries and affiliated entities involved in the management, operation, development, and modernization of airports and related services across the Republic of Uzbekistan. The organisation supports this policy and provides the necessary resources for its proper implementation. The Policy and its related commitments are communicated to all employees and suppliers, and the company encourages them to act in accordance with these commitments.

Policy
Uzbekistan Airports is committed to achieving long-term sustainable development goals by balancing economic performance, social responsibility, and environmental protection.
The Company integrates sustainability principles into its corporate governance and daily operations in alignment with:
- National legislation and related presidential decrees
- International frameworks related to the activities of Uzbekistan Airports
- Industry Best Practices

“UZBEKISTAN AIRPORTS” AJNING BARQAROR RIVOJLANISH SIYOSATI

Maqsad:
Ushbu Barqaror rivojlanish siyosati “Uzbekistan Airports” aksiyadorlik jamiyati faoliyatining barcha yo‘nalishlarida barqaror rivojlanish bo‘yicha asosiy tamoyillar va majburiyatlarni belgilab beradi.
Ushbu siyosatning maqsadi - “Uzbekistan Airports” AJning o‘z faoliyatini milliy va xalqaro darajada belgilangan maqsadlar, jumladan “O‘zbekiston - 2030” Strategiyasi, Birlashgan Millatlar Tashkilotining Barqaror Rivojlanish bo‘yicha Hamkorlik dasturi, shuningdek, Xalqaro Fuqarolik Aviatsiyasi Tashkiloti (ICAO) hamda Xalqaro aeroportlar kengashi (ACI) kabi sohaviy tashkilotlarning tegishli hujjatlarida belgilangan standartlarga muvofiqlik tashkil etishga sodiqligini aks ettirishdir.
Barqaror rivojlanish maqsadlari - barqaror o‘sishni rag‘batlantirish, resurslardan mas’uliyatli foydalanish hamda ijtimoiy farovonlikni ta’minlashni o‘z ichiga oladi. Ushbu yo‘nalishlar O‘zbekiston Respublikasining amaldagi qonunchiligi va xalqaro standartlar talablariga muvofiq amalga oshiriladi.

Qamrov
Ushbu Siyosat “Uzbekistan Airports” AJga tatbiq etiladi hamda O‘zbekiston Respublikasi bo‘ylab uning tarkibidagi aeroportlar va ulardagi xizmatlarni tashkillashtirish, ekspluatatsiya qilish, va rivojlantirish bilan shug‘ullanuvchi barcha tarkibiy tashkilotlar uchun qo‘llanma hujjat sifatida amal qiladi. “Uzbekistan Airports” AJ mazkur siyosatni qo‘llab-quvvatlaydi va uni samarali amalga oshirish uchun zarur resurslarni ta’minlaydi. Siyosat va unda belgilangan majburiyatlar barcha xodimlar va ta’minotchilarga yetkaziladi hamda kompaniya ularni mazkur tartibga muvofiq harakat qilishga chorlaydi.

Siyosat
“Uzbekistan Airports” kompaniyasi uzoq muddatli barqaror rivojlanish maqsadlariga erishishda iqtisodiy samaradorlik, ijtimoiy mas’uliyat va atrof-muhitni muhofaza qilish o‘rtasidagi muvozanatni ta’minlashga sodiqdir.
Kompaniya o‘zining korporativ boshqaruv tizimi va kundalik faoliyatiga barqaror rivojlanish tamoyillarini quyidagilarga muvofiq ravishda uyg‘unlashtiradi:
- Milliy qonunchilik va Prezident Farmonlari;
- “Uzbekistan Airports” AJ faoliyatiga taalluqli xalqaro doiradagi hujjatlar;
- Sohadagi eng yaxshi amaliyotlar.

Uzbekistan Airports will deliver this policy by:

1. Minimize and continuously monitor environmental impacts—including energy, water, waste, emissions, and noise—in line with national and international aviation standards.
2. Promote the use of renewable and low-carbon energy sources and enhance energy efficiency across airport operations.
3. Integrate climate resilience and adaptation measures into infrastructure planning and development.
4. Continuously improve the Environmental Management System (EMS) in accordance with international standards, including ISO 14001, and applicable national frameworks and certifications, to ensure the effective management of environmental aspects across all activities.
5. Achieve net-zero carbon emissions for Scope 1 and Scope 2 by 2050 and actively reduce and minimize Scope 3 emissions in line with international standards and national climate objectives.
6. Promote Biodiversity protection and sustainable land use around airport facilities.
7. Encourage subsidiaries, partners, and stakeholders to apply best environmental and social practices consistent with this Policy and with industry standards.
8. Ensure safe, healthy, and inclusive workplaces, promoting well-being, equality, and respect for human rights in compliance with national laws and international human rights principles.
9. Support education, training, and professional development to build a skilled national aviation workforce.
10. Foster strong community relations by engaging with local populations, supporting social infrastructure, and contributing to regional well-being.
11. Ensure accessibility and quality of services for all passengers, including persons with disabilities.
12. Uphold transparency, integrity, and accountability in all business operations and maintain zero tolerance for corruption, bribery, or conflicts of interest.
13. Integrate sustainability and ESG principles into decision-making processes and corporate risk management.
14. Ensure open communication with stakeholders through regular reporting and disclosure of sustainability performance.

“Uzbekistan Airports” kompaniyasi mazkur siyosatni quyidagilar orqali amalga oshiradi:

1. Energiya, suv, chiqindilar, chiqindilar gazlari va shovqin kabi atrof-muhitga ta’sir qiluvchi omillarni milliy va xalqaro aviatsiya standartlariga muvofiq kamaytirish va doimiy ravishda monitoring qilish.
2. Aeroport faoliyatida qayta tiklanuvchi va kam uglerodli energiya manbalaridan foydalanishni rag‘batlantirish, shuningdek energiya samaradorligini oshirish.
3. Infratuzilmani rejalashtirish va rivojlantirish jarayonlariga iqlim barqarorligi va moslashuv choralarini integratsiya qilish.
4. Barcha faoliyat turlarida atrof-muhit bilan bog‘liq jihatlarni samarali boshqarish maqsadida, ISO14001 hamda milliy standart va sertifikatlar asosida Ekologik Boshqaruv Tizimini (EMS) takomillashtirish.
5. Scope 1 va Scope 2 bo‘yicha 2050-yilgacha uglerod chiqindilarining "net-zero" (chiqindidan xoli) holatiga erishish, hamda xalqaro standartlar va milliy iqlim boshqaruvi maqsadlariga muvofiq Scope 3 chiqindilarini kamaytirish va minimallashtirish bo‘yicha faol harakat olib borish.
6. Aeroport atrofida biologik xilma-xillikni muhofaza qilish va yerdan barqaror foydalanishni qo‘llab-quvvatlash.
7. Barcha tarkibiy korxonalar, hamkorlar va manfaatdor tomonlarni ushbu siyosat va sohaviy standartlarga muvofiq eng yaxshi ekologik va ijtimoiy amaliyotlarni qo‘llashga undash.
8. Xavfsiz, sog‘lom va inklyuziv ish muhitini ta’minlash, hamda milliy qonunlar va xalqaro inson huquqlari tamoyillariga muvofiq farovonlik, tenglik va inson huquqlariga hurmatni rag‘batlantirish.
9. Milliy aviatsiya sohasi uchun malakali kadrlar tayyorlashni qo‘llab-quvvatlash, ta’lim, o‘quv va kasbiy rivojlanish imkoniyatlarini yaratish.
10. Mahalliy aholi bilan yaqin hamkorlikda ish olib borish, ijtimoiy infratuzilmani qo‘llab-quvvatlash va hududiy farovonlikka hissa qo‘shish orqali jamoatchilik bilan kuchli munosabatlar o‘rnatish.
11. Barcha yo‘lovchilar, jumladan nogironligi bo‘lgan shaxslar uchun xizmatlardan foydalanish imkoniyati va sifatini ta’minlash.
12. Barcha biznes jarayonlarida shaffoflik, halollik va javobgarlikni ta’minlash, hamda korrupsiya, pora olish yoki manfaatlar to‘qnashuviga nisbatan "zero tolerance" (murosasizlik) siyosatiga amal qilish.
13. Barqaror rivojlanish va ESG tamoyillarini qaror qabul qilish va korporativ xatarlar boshqaruvi jarayonlariga integratsiya qilish.
14. Barqarorlik ko‘rsatkichlari bo‘yicha muntazam hisobotlar va ochiq ma’lumotlar taqdim etish orqali manfaatdor tomonlar bilan ochiq muloqotni ta’minlash.

Accountabilities and responsibilities

This policy should be applied in alignment with Uzbekistan Airports Joint Stock Company’s processes and procedures.

The CEO and leadership of Uzbekistan Airports Joint Stock Company are ultimately responsible for ensuring this policy is applied both internally and to its subsidiaries.

All employees and personnel working at Uzbekistan Airports Company, including contractors,

Mas’uliyat va javobgarlik

Mazkur siyosat “Uzbekistan Airports” aksiyadorlik jamiyatining ichki jarayonlari va tartib-qoidalariga muvofiq qo‘llanilishi lozim.

“Uzbekistan Airports” aksiyadorlik jamiyatining Boshqaruvi raisi va tarkibiy bo’linmalar rahbarlari mazkur siyosatning Jamiyat va tarkibiy korxonalarida to‘liq qo’llanilishini ta’minlash uchun javobgar hisoblanadi.

“Uzbekistan Airports” AJda faoliyat yuritayotgan barcha xodimlar va mutaxassislar, shu jumladan pudratchilar,

subcontractors, and temporary staff, are required to implement the provisions in this policy.

The heads of each division within Uzbekistan Airports Joint Stock Company are responsible for leading the integration of this policy within their respective Division and Department and allocating the resources required for its execution.

This policy is owned by Strategic Development Department.

subpudratchilar hamda vaqtinchalik ishchilar ushbu siyosatda belgilangan qoidalarga amal qilishlari shart.

“Uzbekistan Airports” AJning tarkibiy bo’linma rahbarlari ushbu siyosatni o‘z bo‘lim va boshqarmalari faoliyatiga integratsiya qilish, uning ijrosi uchun zarur resurslarni ajratish hamda amalga oshirish jarayonini boshqarish uchun javobgardir.

Ushbu siyosatning amalga oshirilishi uchun Strategik rivojlanish bo’limi javobgar hisoblanadi.

Communication of policy

Uzbekistan Airports Joint Stock Company ensures that this policy is effectively communicated and accessible to all employees and subsidiaries. The policy is published on the company’s official website, ensuring transparency and visibility to all stakeholders.

As implementation progresses, the company will enhance internal communication through channels such as the corporate intranet, internal newsletters, and office and terminal noticeboards. Policy awareness will be incorporated into employee induction and regular training sessions. A stakeholder engagement and communication plan will also be developed to guide dissemination across the organization and its key stakeholders.

Siyosat bo’yicha muloqot

“Uzbekistan Airports” AJ ushbu siyosatni barcha xodimlar va tarkibiy tuzilmalariga samarali yetkazish, shuningdek ular uchun hujjatning ochiq va foydalanishga qulay bo‘lishini ta’minlaydi. Siyosat kompaniyaning rasmiy veb-saytida joylashtiriladi, bu esa barcha manfaatdor tomonlar uchun shaffoflik va ochiqlikni ta’minlaydi.

Siyosatni amalga oshirish jarayonida kompaniya ichki kommunikatsiyani korporativ intranet, ichki axborot byulletenlari, ofis va terminallardagi axborot taxtalari orqali yanada kuchaytiradi. Xodimlar siyosat mazmuni bilan tanishtirish jarayonlari ishga qabul qilish vaqtidagi adaptatsiya dasturlariga va doimiy o‘quv kurslariga kiritiladi. Shuningdek, tashkilot va uning asosiy manfaatdor tomonlari o‘rtasida samarali ma’lumot almashinuvini ta’minlash maqsadida manfaatdor tomonlar bilan muloqot rejasi ishlab chiqiladi.

Review of policy

This policy will be reviewed annually and updated as required.

Siyosatni ko‘rib chiqish

Mazkur siyosat har yili qayta ko‘rib chiqiladi va zaruratga ko’ra tegishli o’zgartirish va qo’shimchalar kiritiladi.