The following pages contain the detailed scoring for your company based on public information.

The following table represents a summary of your scores:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Number of questions</th>
<th>% score based on public information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership, Governance and Organisation</td>
<td>10</td>
<td>5%</td>
</tr>
<tr>
<td>Risk Management</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Company Policy and Codes</td>
<td>12</td>
<td>12.5%</td>
</tr>
<tr>
<td>Training</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Personnel and Helplines</td>
<td>7</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
<td><strong>5.1%</strong></td>
</tr>
</tbody>
</table>

TI has found no evidence that the company is involved in offsets and has therefore removed the two relevant questions (A13a and A13b).
A1:
Does the company publish a statement from the Chief Executive Officer or the Chair of the Board supporting the ethics and anti-corruption agenda of the company?

Score:
0

Comments:
Based on public information, there is no readily available evidence of a statement from the Chief Executive Officer or the Chair of the Board supporting the ethics and anti-corruption agenda of the company.

References:
Public:
NA
A2:

Does the company’s Chief Executive Officer or the Chair of the Board demonstrate a strong personal, external facing commitment to the ethics and anti-corruption agenda of the company?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company’s Chief Executive Officer or the Chair of the Board demonstrate a strong personal, external facing commitment to the ethics and anti-corruption agenda of the company.

References:

Public:

NA
A3:
Does the company’s Chief Executive Officer demonstrate a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company, actively promoting the ethics and anti-corruption agenda at all levels of the company structure?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company’s Chief Executive Officer demonstrates a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company.

References:
Public:
NA
A4:
Does the company publish a statement of values or principles representing high standards of business conduct, including honesty, trust, transparency, openness, integrity and accountability?

Score:

1

Comments:
Based on public information, there is evidence that the company commits to the faithful execution of the commitments and principles of business ethics. The Corporate Social Responsibility policy and Code of Ethics and Corporate Conduct refer to business practice and operating in accordance with the domestic and foreign policies of the countries in which the company has operations. TI notes that the company commits to maintaining transparency and accountability in relationships with partners, fair and unbiased relationships with partners, and avoidance of unintended benefits and privileges. The company therefore scores 1. To score higher the company would need to provide further information about what these values mean to the company and demonstrate how they are translated into company policies and codes.

References:
Public:
UVZ website: Social Policy – Corporate Social Responsibility:
‘Политика корпоративной социальной ответственности ОАО «Научно-производственная корпорация «Уралвагонзавод»
Принципом деятельности Корпорации является содействие устойчивому развитию общества... Целью корпорации является удовлетворение интересов всех заинтересованных сторон:...
Деловых партнеров - в области добросовестного исполнения взятых обязательств и соблюдения принципов деловой этики;
...Добросовестная деловая практика - направление социальных программ корпорации, которое имеет целью содействовать принятию и распространению добросовестной деловой практики между поставщиками, бизнес-партнерами и клиентами Корпорации...
Соблюдение национальных интересов. Во всех своих действиях корпорация привержена целям развития экономик России и стран, в которых она осуществляет
Корпорация не участвует в видах деятельности, которые могут отрицательно сказаться на этих целях, а также оказать негативное влияние на социальную и культурную жизнь населения. Корпорация действует в соответствии с выработанной Правительствами указанных стран внешней и внутренней политикой, её задачами и приоритетами, внося в их достижение свой вклад на международном, государственном и региональном уровнях...

Добросовестность в конкуренции

Корпорация борется за поддержание конкурентного и открытого рынка в Российской Федерации и за рубежом и нацелена на сотрудничество с целью прогрессивной и разумной либерализации торговли и инвестиционной политики. Компания продвигает свои продукты, указывая на их реальные достоинства, и не предоставляет недостоверной негативной информации о продукции и услугах конкурентов.

Взаимоотношения с деловыми партнерами

Корпорация взаимодействует с поставщиками товаров и услуг на принципах взаимной выгоды и уважения, прозрачности и полной ответственности за принятые на себя обязательства. Устанавливает честные и беспристрастные отношения с партнерами, не допускает необоснованных и непредусмотренных законодательством льгот и привилегий, использование которых может негативно сказаться на репутации УВЗ. Корпорация поддерживает и отдает предпочтение отношениям с поставщиками, которые в своей практике уважают принципы социальной ответственности’

‘The principle activities of the Corporation are to promote the sustainable development of society... The purpose of the corporation is to satisfy the interests of all stakeholders: ...

Business partners - in the faithful execution of the commitments and principles of business ethics;

... Sound business practice - the direction of social programmes which aim to promote the adoption and dissemination of good business practices among suppliers, business partners and clients.

... Compliance with national interests in all actions. The corporation is committed to the development of the economies of Russia and countries in which it has operations... The Corporation operates in accordance with these countries’ foreign and domestic policy, and objectives and priorities, contributing to their achievement at international, national and regional levels...

Conscientiousness in competition: The Corporation seeks to maintain a competitive and open market in the Russian Federation and abroad...

Relationships with business partners: The Corporation interacts with suppliers of goods and services on the principles of mutual benefit and respect, transparency and full accountability for its commitments. It establishes fair and unbiased relationships with partners, avoids unnecessary legislation and unintended benefits and privileges, the use of which may adversely affect the reputation of UVZ.’


UVZ website: Code of Social Ethics:
Sustainable development and corporate social responsibility (CSR) is a necessary ingredient of the economic activities and the strategic development of the Corporation. CSR offers a mechanism for the realisation of the corporate strategy for the improvement of the company in society and in carrying out its economic activity in accordance with the principles of sustainability and ethical norms. The UVZ activities in the field of CSR are regulated by the Russian and international norms.

Ethical behaviour

The Corporation employees represent the corporation with professionalism, responsibility, and honesty, in accordance with high moral and ethical standards. Each employee is responsible for the compliance of their actions with the Code in their professional field.

http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D1%82%D0%B8%D0%BA%D0%B8.pdf
A5:
Does the company belong to one or more national or international initiatives that promote anti-corruption or business ethics with a significant focus on anti-corruption?

Score:

0

Comments:
Based on public information, there is evidence that the Corporate Social Responsibility Policy refers to the UN Global Compact as one of several international rules governing Corporate Social Responsibility. However, the UN Global Compact website does not list the company as a participant. TI has found no further readily available evidence that the company belongs to a national or international initiative that promotes anti-corruption or business ethics.

References:
Public:
TI notes:
UVZ website: Social Policy – Corporate Social Responsibility:
‘Международные нормы, регулирующие КСО:
Глобальный договор ООН
Всеобщая декларация прав человека ООН
Декларация Международной организации труда об основополагающих принципах и правах на производстве
Рио-де-Жанейрская декларация ООН по окружающей среде и развитию
Конституция РФ
Стандарт SA 8000 «Social Accountability - Социальная Отчетность»
Стандарт «Guidance on Social Responsibility - Руководство по социальной ответственности» (ISO 26000)
Социальная хартия российского бизнеса Российского Союза промышленников и предпринимателей (РСПП)
Меморandum о принципах корпоративной социальной ответственности, утвержденный Ассоциацией менеджеров России
Кодекс предпринимательской этики Торгово-промышленной палаты РФ (ТПП РФ) «12
International rules governing CSR:
- The UN Global Compact
- The Universal Declaration of Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- Rio de Janeiro Declaration UN Environment and Development
- The Constitution of the Russian Federation
- Standard SA 8000 «Social Accountability - Social Reporting»
- Standard «Guidance on social responsibility» (ISO 26000)
- Social Charter of Russian Business Union of Industrialists and Entrepreneurs (RSPP)
- Memorandum on the principles of corporate social responsibility, approved by the Russian Managers Association
- Code of Business Ethics Chamber of Commerce of the Russian Federation (RF CCI) "12 principles of doing business in Russia"

http://uvz.ru/social/kso/
A6: Has the company appointed a Board committee or individual Board member with overall corporate responsibility for its ethics and anti-corruption agenda?

Score: 0

Comments: Based on public information, there is no readily available evidence that the company has appointed a Board committee or individual Board member with overall corporate responsibility for its ethics and anti-corruption agenda.

References:
Public: NA
A7:
Has the company appointed a person at a senior level within the company to have responsibility for implementing the company’s ethics and anti-corruption agenda, and who has a direct reporting line to the Board?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has appointed a person at a senior level to have responsibility for implementing the company’s ethics and anti-corruption agenda, and who has a direct reporting line to the Board.

References:
Public:
NA
A8:  
Is there regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda?

Score:  
0

Comments:  
Based on public information, there is no readily available evidence that there is regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda.

References:  
Public:  
NA
A8(a):
Is there a formal, clear, written plan in place on which the review of the ethics and anti-corruption agenda by the Board or senior management is based, and evidence of improvement plans being implemented when issues are identified?

Score:
0

Comments:
Based on public information, there is no readily available evidence that there is a formal, clear, written plan in place on which the review of the ethics and anti-corruption agenda by the Board or senior management is based, and evidence of improvement plans being implemented when issues are identified.

References:
Public:
NA
A9:
Does the company have a formal process for review and where appropriate update its policies and practices in response to actual or alleged instances of corruption?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a formal process for review and where appropriate update its policies and practices in response to actual or alleged instances of corruption.

References:
Public:
NA
A9(a):
Does the company have a formal anti-corruption risk assessment procedure implemented enterprise-wide?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure implemented enterprise-wide.

References:
Public:
NA
A10:
Does the company have a formal anti-corruption risk assessment procedure for assessing proposed business decisions, with clear requirements on the circumstances under which such a procedure should be applied?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure for assessing proposed business decisions.

References:
Public:
NA
A11:
Does the company conduct due diligence that minimises corruption risk when selecting or reappointing its agents?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company conducts due diligence that minimises corruption risk when selecting or reappointing its agents.

References:
Public:
NA
A12:
Does the company have contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption.

References:
Public:
NA
A13:
Does the company make clear to contractors, sub-contractors, and suppliers, through policy and contractual terms, its stance on bribery and corruption and the consequences of breaches to this stance?

Score:

0

Comments:
Based on public information, there is evidence that the Corporate Social Responsibility policy promotes the adoption and dissemination of good business practice among suppliers, business partners and clients. The policy states that the company interacts with suppliers on the principles of mutual benefit and respect, transparency and accountability, as well as establishing fair and unbiased relationships with partners which avoid unintended benefits and privileges. However, there is no readily available evidence of specific policies or contractual terms relating to bribery and corruption.

References:
Public:
TI notes:
UVZ website: Social Policy – Corporate Social Responsibility:
‘Добросовестная деловая практика - направление социальных программ корпорации, которое имеет целью содействовать принятию и распространению добросовестной деловой практики между поставщиками, бизнес-партнерами и клиентами Корпорации...
Взаимоотношения с деловыми партнерами: Корпорация взаимодействует с поставщиками товаров и услуг на принципах взаимной выгоды и уважения, прозрачности и полной ответственности за принятые на себя обязательства. Устанавливает честные и беспристрастные отношения с партнерами, не допускает необоснованных и непредусмотренных законодательством льгот и привилегий, использование которых может негативно сказаться на репутации УВЗ. Корпорация поддерживает и отдает предпочтение отношениям с поставщиками, которые в своей практике уважают принципы социальной ответственности’

‘Sound business practice - the direction of social programs which aim to promote the adoption and dissemination of good business practices among suppliers, business partners...’
and clients of the Corporation...

Relationships with business partners: The Corporation interacts with suppliers of goods and services on the principles of mutual benefit and respect, transparency and full accountability for its commitments. It establishes fair and unbiased relationships with partners, and avoids unnecessary legislation and unintended benefits and privileges, the use of which may adversely affect the reputation of UVZ’

http://uvz.ru/social/kso/

UVZ Corporate Code of Conduct (2012):
‘1.3. Основными принципами корпоративного поведения в Обществе являются:
· совместная деятельность в духе взаимного доверия и партнерские отношения с заказчиками, поставщиками, государственными органами и общественными организациями.’

‘1.3. The basic principles of corporate conduct of the company stipulate:
- Joint activities in a spirit of mutual trust and partnership with customers, suppliers, government bodies and community organizations.’

http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D0%BA%D0%BE%D1%80%D0%BF%D0%BE%D1%80%D0%B0%D1%82%D0%B8%D0%BD%D0%BE%D0%B3%D0%BE%20%D0%BF%D0%BE%D0%B2%D0%B5%D0%B4%D0%B5%D0%BD%D0%B8%D1%8F.pdf
A13(a):
Does the company explicitly address the corruption risks associated with offset contracting?

Score:

NA

Comments:
Based on public information, there is no readily available evidence that the company engages in offset contracting.

References:
NA
A13(b):
Does the company conduct due diligence that minimises corruption risk when selecting its offset partners and offset brokers?

Score:

NA

Comments:
Based on public information, there is no readily available evidence that the company engages in offset contracting.

References:
NA
A15: 
**Does the company have an anti-corruption policy that prohibits corruption in its various forms?**

**Score:**

0

**Comments:**

Based on public information, there is evidence that the Code of Social Ethics promotes compliance with the national legislation and international norms of ethical behaviour, but the stipulations remain too general to constitute an anti-corruption policy. TI has found no further readily available evidence that the company has an anti-corruption policy that prohibits corruption in its various forms.

**References:**

Public:

TI notes:

UVZ website: Code of Social Ethics:

Этическое поведение

Сотрудники Корпорации представляют корпорацию с профессионализмом, ответственностью, честностью, в соответствии с высокими морально-этическими стандартами. Каждый сотрудник ответствен за соответствие его деятельности Кодексу в его профессиональной области.

‘Ethical behaviour

The Corporation employees represent the corporation with professionalism, responsibility, and honesty, in accordance with high moral and ethical standards. Each employee is responsible for the compliance of their actions with the Code in their professional field.’

Соблюдение нормативных требований

Каждый сотрудник Корпорации несёт ответственность за соответствие его деятельности букве и духу законодательства тех государств и регионов, в которых он её осуществляет. В том случае, если установленные в указанных государствах и регионах законные нормы не удовлетворяют высоте требований Кодекса, требования кодекса должны продолжать соблюдаться в первую очередь.
‘Compliance with normative requirements

Each employee of the Corporation carries responsibility for the compliance of their actions with letter and the spirit of the legislation in the countries and regions where they operate. In that case, if it is established that in these countries and regions the legal acts do not comply with the high standards of the Code, the requirements of the Code come at first place.’

http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D1%81%D0%BE%D1%86%D0%B8%D0%BB%D0%B8%D0%BD%D0%BE%D0%B9%20%D1%8D%1%82%D0%B8%D0%BA%D0%B8.pdf
A16:
Is the anti-corruption policy explicitly one of zero tolerance?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a zero tolerance anti-corruption policy.

References:

Public:
NA
A17:
Is the company's anti-corruption policy easily accessible to Board members, employees, contracted staff and any other organisations acting with or on behalf of the company?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company's anti-corruption policy is easily accessible to Board members, employees, contracted staff and any other organisations acting with or on behalf of the company.

References:
Public:
NA
A17(a):
Is the company’s anti-corruption policy easily understandable and clear to Board members, employees and third parties?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company’s anti-corruption policy is easily understandable and clear to Board members, employees and third parties.

References:

Public:
NA
A18:

Does the anti-corruption policy explicitly apply to all employees and members of the Board?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company’s anti-corruption policy explicitly applies to all employees and members of the Board.

References:

Public:
NA
A20:
Does the company have a policy on potential conflicts of interest, and does it apply to both employees and board members?

Score:
1

Comments:
Based on public information, there is evidence that the company’s Corporate Code of Conduct and the Code of Social Conduct provide some regulation on conflicts of interest. However, the information available about this regulation is limited and a clear definition and examples are not provided. The company therefore scores 1.

References:
Public:
UVZ Code of Corporate Conduct (2012):
3.2. Член Совета директоров Общества, действуя в качестве такового, должен:
раскрывать честно и в полном объеме информацию о своей заинтересованности в заключении Обществом сделок;
‘3.2. The members of the Board of Directors, acting in this capacity are required to:
- disclose honestly and in full any information about their interests when the company concludes deals’
http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D0%BA%D0%BE%D1%80%D0%BF%D0%BE%D1%80%D0%B0%D1%82%D0%B8%D0%B2%D0%BD% D0%BE%D0%B3%D0%BE%20%D0%BF%D0%BE%D0%B2%D0%B5%D0%B4%D0%B5%D0%BD %D0%B8%D1%8F.pdf

UVZ website: Code of Social Ethics:
Parallel employment

In order to avoid conflicts of interest, employees of the Corporation should not without the advance approval of the management seek employment or occupy a position of responsibility in any other company or supply freelance services to anyone.

Conflict of Interests

Employees of the Corporation should not involve or take part in whatever occupation and also come in contacts, which potentially may bring damage to the Corporation or be in conflict with the interests of the Corporation. Employees of the Corporation or their relatives should not receive any profit or assist the obtaining of profit by other persons or organisations based on the power of their access to corporate information. Employees of the Corporation should not distribute or use information, not accessible to the public and which, in this sense, represents insider’s, for recommendations on investments. As such information qualifies:

1. Purchasing or selling
2. Financial information (profit, income, dividends)
3. Information for the development or a launching of a new line of products
4. Revaluation of assets
5. Plans and Decisions on investments
6. Restructuring plans
7. Agreements on supplies
8. Funding

http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D1%81%D0%BE%D1%86%D0%B8%D0%BB%D1%8C%D0%BD%D0%BE%D0%B9%20%D1%80%D1%82%D0%B8%D0%BA%D0%B8.pdf
A21:
Does the company have a policy for the giving and receipt of gifts to ensure that such transactions are bona fide and not a subterfuge for bribery?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a policy for the giving and receipt of gifts, to ensure that such transactions are bona fide and not a subterfuge for bribery.

References:
Public:
NA
A22: Does the company’s anti-corruption policy include a statement on the giving and receipt of hospitality that ensures that such transactions are bona fide and not a subterfuge for bribery?

Score: 0

Comments: Based on public information, there is no readily available evidence that the company has a policy for the giving and receipt of hospitality, to ensure that such transactions are bona fide and not a subterfuge for bribery.

References:
Public: NA
A23:
Does the company have a policy that explicitly prohibits facilitation payments?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a policy that explicitly prohibits facilitation payments.

References:
Public:
NA
A24:

Does the company prohibit political contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent? Does the company record and publicly disclose all political contributions?

Score:

2

Comments:

Based on public information, there is evidence that the company has a policy of political neutrality. The company does not provide support, either directly or indirectly, to political parties, associations, and candidates for public office. The company also does not provide or transmit funds or property of political parties, associations and candidates for public office or their representatives.

References:

Public:
UVZ website: Social Policy – Corporate Social Responsibility:
‘Политика политической нейтральности: Корпорация безоговорочно поддерживает установленный Конституцией Российской Федерации демократический порядок и избирательную систему и не предоставляет поддержку в какой бы то ни было форме, будь то напрямую или косвенно, политическим партиям, объединениям и кандидатам на государственные посты. Корпорация не предлагает и не передаёт денежные и собственность политическим партиям, объединениям и кандидатам на государственные должности или их представителям.’

‘Policy of political neutrality: [The Corporation] does not provide support in any form, whether directly or indirectly, to political parties, associations and candidates for public office. The Corporation does not provide or transmit funds or property of political parties, associations and candidates for public office or their representatives.’

http://uvz.ru/social/kso/
A25:
Does the company have a clear policy on engagement in lobbying activities, in order to prevent undue influence or other corrupt intent, and discloses the issues on which the company lobbies?

Score:
0

Comments:
Based on public information, there is evidence that the company operates a policy of political neutrality. However, there is no readily available evidence of a clear policy on engagement in lobbying activities, in order to prevent undue influence or other corrupt intent.

References:
Public:
NA
A25(a):
Does the company prohibit charitable contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent?

Score:

0

Comments:
Based on public information, there is evidence that the company has established a number of social partnerships and provides charitable contributions as part of an education project. However, there is no readily available evidence that charitable contributions are regulated in order to prevent undue influence or other corrupt intent.

References:
Public:
TI notes:
UVZ website: Social Policy – Education – Social Partnerships
‘Корпорация участвует в реализации национального проекта «Образование». Центром подготовки персонала Общества организована эффективная система взаимодействия с образовательными учреждениями всех типов города, региона и страны. Взаимодействие с образовательными учреждениями строится в форме социального партнерства, которое включает в себя:
- наличие договорных отношений со всеми типами образовательных учреждений;
- оказание безвозмездной помощи учреждениям в целях укрепления материальной базы;
- материальная поддержка в осуществлении образовательных программ и проектов, способствующих профориентации учащихся и студентов для работы в Обществе (действует Совет по социальному партнерству);
- организация всех видов практик учащихся техникумов и вузов на безвозмездной основе (в год проходит практику более 1000 человек);
- оказание образовательных услуг на безвозмездной основе (организация целевых курсов для поступления в вузы и т.д.);
- оказание помощи в организации участия одаренных детей в конкурсах и олимпиадах.’

‘The Corporation participates in the implementation of a national project, "Education". The
company training centre organizes an effective system of interaction with all types of educational institutions in the city, region and country. Interaction with educational institutions in the form of social partnership includes:

- contractual relations with all types of educational institutions;
- providing grant aid agencies in order to strengthen the material base;
- financial support in the implementation of educational programs and projects that promote vocational guidance of pupils and students to work in the Company (the Council for Social Partnership);
- business practices of all kinds of students colleges and universities at no cost (per annum is the practice more than 1,000 people);
- provision of educational services at no charge (organization targeted courses for admission to universities, etc.);
- assistance in organizing the participation of gifted children in contests and competitions.

http://uvz.ru/social/study/

UVZ website: Corporate Social Responsibility:

‘Поддержка инициатив
Корпорация обязуется выполнять социальные обязательства не только в соответствии со всеми существующими законами, но и активно способствовать повышении качества жизни в регионах, где корпорация проводит свои операции. Корпорация поддерживает инициативы населения указанных регионов в области здравоохранения, семейного благополучия, профессионального образования. Корпорация поддерживает введение современных технологий корпоративного управления, экспертизы и научной деятельности. Корпорация не рассматривает эту сферу своей деятельности как второстепенную и будет стремиться включить связанные с ней расходы в бизнес-планы. Корпорация поощряет развитие единого учёта своей социальной деятельности с тем, чтобы облегчить социальный аудит своих операций.”

“Supporting initiatives
The Corporation undertakes to carry out social obligations not only in accordance with all applicable laws, but also to actively contribute to improving the quality of life in the regions where the company operates. The Corporation supports the initiatives of the population of these regions in the field of healthcare, family welfare, vocational training. The Corporation supports the introduction of modern technologies of corporate governance, expertise and research activities. The Corporation consider this part of its activities as important and will endeavour to include related costs in the business plans. The Corporation encourages the development of a unified account of its social activities in order to facilitate public audit of its operations.”
A26:

Does the company provide written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company provides written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda.

References:

Public:
NA
A27:
Does the company have a training programme that explicitly covers anti-corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a training programme that explicitly covers anti-corruption.

References:
Public:
NA
A28:
Is anti-corruption training provided in all countries where the company operates or has company sites?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company provides anti-corruption training in all countries where the company operates or has company sites.

References:
Public:
NA
A29:
Does the company provide targeted anti-corruption training to members of the Board?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company provides anti-corruption training to members of the Board.

References:

Public:
NA
A30:
Does the company provide tailored ethics and anti-corruption training for employees in sensitive positions?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company provides tailored anti-corruption training to employees in sensitive positions.

References:
Public: NA
A31:
Does the company have a clear and formal process by which employees declare conflicts of interest?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a process by which employees declare conflicts of interest.

References:
Public:
NA
A32:
Is the company explicit in its commitment to apply disciplinary procedures to employees, Directors and Board members found to have engaged in corrupt activities?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company applies disciplinary procedures to employees, Directors and Board members found to have engaged in corrupt activities.

References:
Public: NA
A33:
Does the company have multiple, well-publicised channels that are easily accessible and secure, to guarantee confidentiality or anonymity where requested by the employee (e.g. web, phone, in person), to report concerns or instances of suspected corrupt activity?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has multiple, well-publicised channels to report concerns or instances of corrupt activity.

References:

Public: NA
A33(a):
Are the whistleblowing channels available to all employees in all geographies?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company provides whistleblowing channels to all employees in all geographies.

References:
Public:
NA
A33(b):
Does the company have formal and comprehensive mechanisms to assure itself that whistleblowing by employees is not deterred, and that whistleblowers are treated supportively?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has formal mechanisms to assure itself that whistleblowing by employees is not deterred and that whistleblowers are treated supportively.

References:
Public:
NA
A34:
Does the company have well-publicised resources available to all employees where help and advice can be sought on corruption-related issues?

Score:
0

Comments:
Based on public information, there is no readily available evidence that well-publicised resources are available to all employees where help and advice can be sought on corruption-related issues.

References:
Public:
NA
A35:
Is there a commitment to non-retaliation for bona fide reporting of corruption?

Score:

0

Comments:
Based on public information, there is no readily available evidence of a commitment to non-retaliation for bona fide reporting of corruption.

References:

Public:
NA
Information Sources:

Company Website:
http://uralvagonzavod.com/
www.uvz.ru

Social Policy – Corporate Social Responsibility:
http://uvz.ru/social/kso/

Corporate documents:
http://www.uvz.ru/company/provisions

Code of Social Ethics:
http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D1%81%D0%BE%D1%86%D0%B8%D0%B0%BB%D1%8C%D0%BD%D0%BE%D0%B9%20%D1%8D%D1%82%D0%B8%D0%BA%D0%B8.pdf

Code of Corporate Conduct (2012):
http://www.uvz.ru/export/%D0%9A%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%20%D0%BA%D0%BE%D1%80%D0%BF%D0%BE%D1%80%D0%B0%D1%82%D0%B8%D0%B2%D0%BD%D0%BE%D0%B3%D0%BE%20%D0%BF%D0%BE%D0%B2%D0%B5%D0%BD%D0%B8%D1%8F.pdf

Company’s Founding Documents:
http://www.ubtuvz.ru/2/documents/

Corporation’s Booklet: