

# INTERNATIONAL LEGAL NOTIFICATION AND DEMAND FOR ACCOUNTABILITY

## ATTENTION:

- **United Nations Office on Drugs and Crime (UNODC)**
- **Transparency International (Berlin Secretariat)**
- **International Labour Organization (ILO) – Fundamental Principles and Rights at Work**
- **OECD Working Group on Bribery and Corruption**
- **European Court of Human Rights (ECHR) – Preliminary Evidence Filing**
- **The President of the Republic of Azerbaijan - Presidential Administration**
- **State Security Service (DTX) & Prosecutor General's Office of Azerbaijan**

**TO:** Mr. Rovshan Najaf, President of SOCAR **SUBJECT:** Comprehensive Complaint: 14 Points of Systematic Corruption, Digital Fraud, Institutional Mobbing, and Defamation at SOCAR Polymer.

**Dear Mr. Najaf,**

I, Kamran Murad, formerly an ERP Support Engineer at SOCAR Polymer, hereby officially escalate my complaint based on 14 specific factual grounds. The response received from Fuad Ahmadov (Ref: SP/2-M-1/1-1/2026-8) is a calculated act of defamation and a desperate attempt to cover up deep-seated internal irregularities. I demand an immediate **Digital Forensic Audit** to address the following:

## ***I. RECRUITMENT FRAUD & CONTRACTUAL MANIPULATION***

1. **Pre-Vacancy Headhunting:** I was personally headhunted by IT Director Adalat Muslumov in December 2024, weeks *before* any official vacancy existed. This suggests a non-transparent recruitment process aimed at filling a role with someone they hoped would remain silent.
2. **Concealment of Temporary Status:** I was never informed that my role was a "military service replacement." This is a violation of **Article 16 of the Labor Code of Azerbaijan** and the principle of "Good Faith" in international employment law.
3. **Internal Sabotage (Roman Mammadov):** Internal HR communications prove that senior staff (R. Mammadov) explicitly stated, "We don't want Kamran," revealing a predetermined intent to isolate me from the start.

## **II. FINANCIAL IRREGULARITIES & "CODE ACADEMY" SCANDAL**

4. **Suspicious Procurement:** I formally question the financial relationship between SOCAR Polymer's IT leadership and **Code Academy**. Under the **UN Convention Against Corruption (UNCAC)**, I demand an audit of these contracts to check for market value inflation and personal kickbacks.
5. **Conflict of Interest:** There is strong evidence of a conflict of interest involving IT executives and external training providers, a direct violation of **Article 308 of the Criminal Code of Azerbaijan**.

## **III. DIGITAL EVIDENCE & ERP MANIPULATION**

6. **Coerced Deletion of Emails:** I demand the recovery of a specific email that Adalat Muslumov forced me to write and subsequently ordered me to delete. This is a digital fingerprint of administrative coercion.
7. **Intentional Restriction of Duties:** My access to **QAS (Quality Assurance)** and **PRD (Production)** environments was illegally restricted during my final six months. Forensic logs will prove I was sabotaged to prevent me from fulfilling my duties.
8. **KPI & Ticket Fraud:** I assert that IT "tickets" were closed without technical resolution to manipulate bonus structures. A cross-module forensic audit of the ERP system will confirm this fraud.

## **IV. SYSTEMIC MOBBING & PSYCHOLOGICAL TORTURE**

9. **Absence of Due Process:** Management claims I was "unfit." If so, where are the official reprimands or **Performance Improvement Plans (PIP)** required by **Articles 186-190 of the Labor Code**? The absence of a disciplinary record proves their "incompetence" claim is a post-facto fabrication.
10. **Institutional Mobbing:** I was subjected to derogatory labeling (called a "baby," "immature," and "unfit for garden labor"). This violates the **ILO Occupational Safety and Health Convention** regarding mental well-being.
11. **Altered Statements:** My formal explanations were edited and falsified before being submitted to General Director Fuad Ahmadov. This is **Document Forgery** under Azerbaijani law.

## **V. DEFAMATION AND RETALIATION**

12. **Corporate Defamation:** General Director Fuad Ahmadov signed a defamatory letter without ever granting me a hearing. This violates **Article 147 of the Criminal Code** (Libel/Defamation).

13. **Whistleblower Persecution:** Threatening me with "legal measures" for exposing corruption is a direct violation of the **OECD Whistleblower Protection guidelines**.

14. **Psychological and Material Damage:** As a direct result of this 12-month persecution, I have been diagnosed with **Anxiety and Panic Disorders**. I demand full restitution for the damage to my health and professional reputation.

## **FORMAL DEMANDS:**

I call upon the **State Security Service (DTX)** and the **SOCAR Central Audit Department** to:

1. Seize all IT servers and email archives of SOCAR Polymer to prevent further **tampering with evidence**.
2. Initiate a **Digital Forensic Investigation** into ERP ticket logs and deleted communications.
3. Nullify the defamatory letter Ref: SP/2-M-1/1-1/2026-8 and provide a public apology and compensation.

I am currently in Germany, documenting these violations for submission to international human rights bodies and European diplomatic missions. I trust that the President of SOCAR will choose transparency over the protection of corrupt mid-level executives.

**Respectfully,**