

## **OFFICIAL DISCLOSURE: Systemic Corruption, Abuse of Power, and Institutional Persecution at SOCAR Polymer**

**TO:** International Media Agencies, Anti-Corruption Organizations, and Human Rights Bodies.

**SUBJECT:** Urgent Whistleblower Report: Allegations of Data Manipulation, Financial Irregularities, and Severe Workplace Abuse at SOCAR Polymer.

**CONFIDENTIALITY NOTICE:** > *The following information is being disclosed by a whistleblower (formerly Kamran Muradov). For the safety and professional security of the individual, we request that the identity remains protected. Media outlets and agencies may cite this information as "Obtained via professional networks and verified internal reports" (LinkedIn/Official Disclosures).*

**Dear Representatives of International Media and Global Authorities,**

This is a formal disclosure regarding severe violations of human rights, constitutional laws, and international corporate standards within **SOCAR Polymer**, a subsidiary of the State Oil Company of Azerbaijan (SOCAR).

Despite multiple internal appeals (dated May 19, 22, and 23, 2025), the whistleblower was subjected to systemic mobbing, social isolation, and severe threats instead of a fair investigation. This disclosure outlines 14+ points of administrative and criminal misconduct:

### ***I. Digital Fraud and ERP Sabotage***

The whistleblower was hired as a **Jr. ERP (LIMS) Support Engineer**. However, within 10 days of employment, access to essential systems was intentionally restricted.

- **Log Manipulation:** We demand a forensic audit of the **QAS and Production environments** for the past 6 months. Evidence suggests that the whistleblower was excluded from his professional duties by direct order of IT Director **Adalat Muslumov** to conceal system inefficiencies.
- **Ticket Fraud:** Internal reports show a 100% resolution rate for IT tickets, yet many are closed superficially (e.g., via simple server restarts) without resolving the underlying lab/program errors. This is done to manipulate KPI metrics for illegal high-value bonuses.

## ***II. Administrative Coercion and Forgery***

- **Coerced Statements:** Senior management forced the whistleblower to write "voluntary" explanations under duress. IT Director Muslumov admitted to intentionally creating "panic and anxiety" for the employee as a management tactic.
- **Evidence Tampering:** There is documented evidence of email deletion and the falsification of whistleblower statements before they were submitted to General Director **Fuad Ahmadov**.

## ***III. Severe Human Rights Violations and Mobbing***

- **Physical and Psychological Threats:** The whistleblower was threatened with physical violence ("Take him to the server room and beat him") and professional blacklisting ("We will ensure you can't even find work as a garden laborer").
- **Professional Degradation:** Despite being a specialized ERP engineer, the whistleblower was forced into non-relevant tasks (Excel data entry, web apps) to justify a narrative of "incompetence" after he reported internal errors.
- **Health Impact:** The systemic persecution resulted in documented **Anxiety and Panic Disorders**, caused by 12 months of constant psychological torture.

## ***IV. Financial and Managerial Malpractice***

- **Conflict of Interest:** Concerns are raised regarding the procurement relationship with **Code Academy** and the transparency of IT asset management (e.g., illegal re-assignment of registered hardware to senior assistants).
- **Abuse of Authority:** IT Director Muslumov explicitly stated: *"I do not care about the Presidential Administration or any authority... I am the founder of what happens here."* This reflects a total breakdown of corporate governance.

## ***V. Formal Demands for Global Accountability***

The whistleblower requests that international partners (BP, SAP, etc.) and media:

1. **Initiate an External Audit:** Bypassing the compromised internal audit of SOCAR Polymer.
2. **Verify Digital Forensics:** Recover deleted emails and analyze ERP logs from January 5th backwards.
3. **Investigate Whistleblower Retaliation:** Address the breach of **UN Convention Against Corruption (UNCAC)** and **ILO workplace standards**.

The whistleblower is currently seeking international protection in **Germany**, as returning to the previous professional environment or remaining silent poses a direct threat to his safety and career.

**Source Information:** Verified internal communications, system logs, and official defamatory correspondence (Ref: SP/2-M-1/1-1/2026-8).

Kamran, bu 14 maddə sənin **\*\*"Yoxlama Protokolu"\***dur. Onları ingilis dilinə elə tərcümə etdim ki, beynəlxalq audit şirkətləri və media qurumları bu bəndləri oxuyanda birbaşa **"Evidence Preservation"** (Sübutların Qorunması) tələbi kimi qəbul etsinlər.

Bu hissəni əvvəlki məktubun **"V. Formal Demands"** bölməsindən dərhal sonra və ya ayrıca bir əlavə (Appendix) kimi göndərməlisən.

## **APPENDIX: 14 SPECIFIC TECHNICAL POINTS FOR FORENSIC INVESTIGATION**

The whistleblower demands that international investigators and SOCAR's central audit focus on the following 14 technical and administrative points to expose the fraud at SOCAR Polymer:

1. **Laboratory Communications:** Audit all emails sent by the Laboratory department regarding technical issues (tickets) to verify the actual volume of unresolved errors.
2. **Legacy Ticket Backlog:** Review tickets from January-February 2025 specifically mentioned in emails by Roman Mammadov during and after the recruitment process.
3. **Restricted Ticket Visibility:** Investigate why specific Laboratory tickets were intentionally hidden from my view in the ticketing system despite their persistence.
4. **STARLIMS Discrepancy:** Perform a cross-comparison between the "Closed" status in the ticket system and the actual technical resolution (or lack thereof) within the **STARLIMS** software.
5. **Incomplete Support Requests:** Investigate the underlying reasons for the suspension of technical support requests related to unresolved modules.
6. **NA-SA Informatics Stagnation:** Audit communications with **NA-SA Informatics**; specifically, investigate why collaboration ceased abruptly following the Teams meeting.

7. **Systemic Exclusion:** Question why I was stripped of my visibility over tickets and effectively barred from my primary duties as an ERP Support Engineer.
8. **Non-Technical Assignment (Excel Analysis):** Investigate why I was forced to perform manual Excel complaint analyses (evidence available)—a task unrelated to my technical job description—to divert me from system audits.
9. **Project Diversion (QMS):** Investigate the legal and professional basis for forced involvement in the **QMS (Quality Management System)** project as a developer, which served as a pretext for my removal from ERP Support.
10. **Asset Misappropriation:** Review security camera footage to investigate why hardware (the monitor officially assigned to my name) was illegally in the possession of Orxan Hasanov, the assistant to General Director Fuad Ahmadov.
11. **Email Recovery & Deleted Screenshots:** Conduct a server-level **Mail Recovery** to retrieve screenshots and reports I sent to Fuad Ahmadov, which I was subsequently coerced and threatened into deleting.
12. **Evidence Tampering by IT Director:** Use forensic recovery to expose the email sent by **Adalat Muslumov**, where he edited my formal explanation and forced me to re-send the falsified version to the General Director.
13. **Comprehensive Digital Forensics:** Initiate a full-scale digital forensic audit of all IT administrative actions taken against my accounts.
14. **Missing Activity Logs:** If logs are missing, demand an explanation for the disappearance of my entire one-year activity history.

**Critical Note:** I suspect the management may attempt to further delete or alter logs to frame me or justify my dismissal. Therefore, I demand an immediate investigation into why I was denied a profile in the new ticket system, why laboratory emails were blocked from my inbox, and why my access to **QAS** was restricted and **PRD** access was completely revoked.

I would like to point out that this is what I have reported to the state authorities. Maybe I know more or less about it. This has been the case in the past for employees who have been laid off and who have been laid off. By putting pressure on my colleagues and threatening to dismiss them, they try to explain to me that in fact, every employee is aware of the pressure and restrictions against me, so that they cannot get rid of logs, tickets, and programs, and view emails and mail recovery. I am comfortable with myself and my work. I know that when it comes down to it, everyone is stunned. I'm so excited to be a part of this project and I know the process very well. Please don't put pressure on my colleagues because the answer to the right question is always found, because it is right and it speaks to the facts. Please take note of these.

**Financial Irregularities:** Requesting urgent audit of Code Academy procurement under the UN Convention Against Corruption (UNCAC).

**Digital Sabotage:** Coerced deletion of emails and illegal restriction of ERP QAS/PRD logs to sabotage my performance.

**KPI & Ticket Fraud:** Manipulation of IT tickets to secure illegal bonuses.

**Mobbing & Defamation:** Subjected to derogatory labeling ("baby", "unfit for labor") and forgery of

my formal statements. No disciplinary record exists because the "incompetence" claim is a fabrication.

DEMANDS:

Forensic Audit: Immediate seizure of servers by DTX and SOCAR Central Audit to prevent evidence tampering.

Log Verification: Independent analysis of ERP logs and recovered communications.

Redress: Nullification of defamatory records and full compensation for health/professional damages.

I was accepted into SOCAR Polymer not on anyone's orders, but through multi-stage technical interviews. My 12 years of experience and international certifications have been vetted and approved by the interview committee. The recommendation only draws attention to the relevant vacancy, and the decision was made by the company itself – the management and HR department that is now targeting me. This is true all over the world, and there is such a thing as a recommendation letter. This can be both written and verbal, please note this.

A Few Words on Professionalism, Advice, and Corporate Ethics

In recent days, I have been hearing that some people are trying to use the "referral" system as an argument in my recruitment to SOCAR Polymer in order to weaken my righteous struggle. Let's make it clear that there is no room for manipulation:

What is a Referral? All of the world's largest companies (Google, Microsoft, SAP, as well as SOCAR) have an in-house recommendation system. It is the most transparent tradition of the corporate world for a professional to recognize the other and recommend their CV.

My heart is hurting so much that I can't remember the facts. If I was a bad employee, why didn't there be a warning, no reproach, and most importantly, my past work life, my 12-year volunteer life, was full of awards and awards. I wonder why the IT director was so upset that he forced me to write a letter of apology and correct it and send it back to me to send it to Fuad Ahmadov. Why did he admit that we are trying to correct all our mistakes now and clean everything up until the audit comes? There are a lot of questions out there, and the cameras, logs, and reports are all in the mail. A quick look at all of these facts will come to light. When I look at my emails, all of them will come out.

**Sincerely,**