



BUSINESS ETHICS

IFIC Bank PLC believes that Business Ethics Practices provides a foundation for the stability and sustainable growth of the Bank and supports the Bank's effort in achieving its stipulated goals. The Bank, therefore, encourages all parties to conduct business and perform their duties in accordance with this Business Ethics Practices:

Honesty & Integrity

The Bank will adhere to honesty & integrity in conducting its business.

Compliance with Laws and Regulations

The Bank will conduct its business in accordance with the laws and regulations and will not assist, encourage, or support any wrongful transactions or activities.

Good Management and effective & efficient Internal Control

The Bank will put in place a good management system and risk management system for effective & efficient internal control.

Standards

The Bank will comply with various standards which are generally acceptable for conducting the banking business.

Concern for Stakeholders

The Bank realizes the importance of proper conduct to various stakeholders with appropriate co-operation and mutual support. The Bank will treat its customers, counterparties or competitors with mutual good understanding and co-operation.

Preservation of the Bank's Reputation

The Bank will uphold a good reputation and will refrain from engaging in any activity that may jeopardize its reputation.

HR COMPLIANCE

HR Compliance is usually based on values that promote ethical conduct and proper risk management. It helps the Bank to keep its employee in track, which in turn keeps them safe, contented, and productive.

IFIC Bank always complies with every applicable HR regulation for ensuring a healthy work environment. As part of establishing a compliance culture across the organization, IFIC Bank strictly maintains HR compliance in all spheres of the organization. The Bank encourages the employee to abide by all its rules and regulations along with all applicable laws of the land and promotes the same through conducting continuous training programs.

The Bank has specific policies for every HR activity which covers Recruitment Policy, Promotion Policy, Leave Policy, Transfer Policy, Performance Management Policy, Compensation Policy, Reward & Recognition Policy, Retirement Policy, Training Policy and others. Moreover, the Bank has separate disciplinary rules named "আইএফআইসি ব্যাংক এমপ্লয়ী শৃঙ্খলা, আচরণ ও আপীল বিধি" in line with the law of the land that focuses on the quasi-judicial disciplinary proceedings for handling all kind of misconducts committed by any delinquent employee. Also, the Bank has its own Code of Conduct which helps both the Bank and the employee to establish a compliance culture across the organization.

