

CODE OF CONDUCT AND ETHICAL PRINCIPLES

Our Code of Conduct is based on our values and the purpose of these codes is to ensure that all the employees, managers and executives within BDCOM Online Ltd. act in accordance with these values and principles respecting the core value of the company. These codes are designed in a way as to give a clear perception about what is expected from the people inside the company. We are always committed to conduct our business in an ethical, legal and responsible way.

The codes are as follows:

1. Legal Compliances

BDCOM Online Ltd. ensures that all its business activities adhere to all applicable National Legal requirements and are well maintained within the set policies by the Government. BDCOM also complies with the applicable anti-bribery/anti-corruption rules and regulations in its business activities.

2. Confidentiality in Work

BDCOM works with multiple clients from multiple industries and it is very important to maintain confidentiality while dealing with sensitive issues within each company. BDCOM always ensures that client's data and other information is well protected and are not disclosed to any third party. BDCOM has achieved the trust of hundreds of clients with these strict rules of confidentiality in every deal.

3. Employee Participation

BDCOM Online Ltd. is always striving to move forward and value each employee as their contribution is what is driving the company ahead. The company encourages its employees to share ideas and knowledge with management as well as between themselves. This enables a great culture of idea sharing inside the company which has brought forward many new business activities.

4. Health & Safety at Work

The company ensures that the workplace and its environment do not endanger the physical integrity or health of the employees. Training programs to reduce accidents and improving working conditions with additional safety gears is an ongoing process. Employees have access to drinking water, sanitary equipment, social rooms, built and maintained in accordance with applicable legal requirements.

5. Work Environment

BDCOM ensures an exciting and progressive working environment for its employees which is free from all types of discriminations and harassments. The company ensures that all the employees act professionally and refrain from frauds, dishonesty, deceit or any act that violates the core value of the company.

6. Restrictions on dealings in BDCOM shares by insiders

BDCOM has restricted trading of its shares by Sponsor/Directors, Employees and other insiders. The Securities Laws also impose restrictions on similar transactions. All the insiders are prohibited from trading in the Company's shares, while in possession of unpublished price sensitive information in relation to the Company during prescribed restricted trading periods. Sponsors/Directors and Employees are also restricted to notify their intention to trade in the BDCOM shares prior to initiating the same.