

# CBH Code of Ethics

Purpose of this document

The concept “**corporate code of conduct**” refers to companies' policy statements that define **ethical standards** for their conduct. The CBH code of ethics states the basic principles and foundations that defines our entity and way of business operations. The document is intended for internal use by the management and staff of CBH Inc.

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## The Ten Principles: The Guiding Core Values

Our core values shape the culture and define the character of our company; they serve as a foundation in how we act and make decisions. CBH people live the core values through individual behaviours.

We practice such values in the way we think, say and do our business.

The following 10 principles define pull the believes and practices call CBH of management and team members:

**Belief:** Humanity believes in one creator that made this universe and humans are part of it. The creator of the entire being and all creations had sent messengers with books to humans. The purpose of such messages is to lay the foundation of human practice during their life on earth. Such are the ten commandments in Judaism, Christianity and Islam. CBH considers such commandments and ethical teachings as beacons of light showing the truth and the right way to do business. Such reference point (The Ten Commandments) does not constitute any prejudice or discrimination against the followers of other faiths. All staff are equal in treatment within their assigned working duty rights and obligations within the CBH working environment. Performance is the basis of evaluation and not the faith of any employee.

**Practice:** CBH business practices are ethical as they do not engage in any harmful business to humans. Such are alcohol, tobacco, arms, or prostitution businesses and such as that. CBH does not engage in any illegal or unethical businesses nor practices. Where the law of the land does not clarify such practices, our guidelines shall be our code of ethics.

**Respect for life** means that CBH business practices and goals shall be towards preserving all forms of life with the human life as priority. Such standard means that CBH shall work on providing happy, healthy, safe and secure living habitat for all forms of life.

**Respect for the eco-system and the environment** means that all CBH business practices and projects shall help in maintaining balanced natural eco-system with no disturbance and no pollution to the planet earth, its inhabitants and creatures, nor to its resources. All processes and works applied in projects shall comply with such vision.

**Value Creation** means to provide clients with high-value products and services, and in creating long-term relationships by being responsible, responsive and consistent in maintaining high quality and high value delivered as promised in a timely and client satisfying manner.

**One Global Network** means leveraging the power of global insight, relationships, collaboration and learning to deliver exceptional service to clients wherever they do business. And working together as one team for the cause of good and to whistle-blow any misconduct or wrong doing within the business or any of its projects.

**Respect for the Individual** means valuing diversity and unique contributions, fostering a trusting, open and inclusive environment and treating each person in a manner that reflects Accenture's values.

**Integrity** means being ethically unyielding and honest and inspiring trust by saying what we mean, matching our behaviors to our words and taking responsibility for our actions.

**Good Governance** means ethical and good command of the business by maintaining high standards of honest and ethical conduct in all dealings with other employees, customers, and suppliers of the Company and with other third parties, including the Company's independent auditors, on behalf of the Company.

### **Compliance and Accountability**

The Audit Committee will regularly assess compliance with this Code, report material violations to the Board of Directors, and recommend to the Board appropriate action to assure accountability for violation of this Code by any Covered Officer. Such compliance includes, but not limited to, accepting or presenting unauthorised gifts, bribery, illegal benefits and/or favours, attempts of obstructing ethical code and/or legal justice.

### **Personal Commitment to the CBH Code of Ethics**

Each employee shall testify to understanding that failure to observe the terms of the Code of Ethics may result in disciplinary and/or legal action, including termination of employment. A violation of the Code of Ethics may also constitute a violation of law of the land where I am assigned to work. The CBH Management further that compliance with the Code of Ethics is an integral part of the international employment packaged contract.

**Approved and Issued by  
CBH Management**