
Ethics Charter

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I. Preamble

Ethics is an expression of the organization's values and an important element of its culture. It goes beyond complying with rules and regulations; it calls for the respect of the others, the community, the moral laws, the environment and ourselves.

Respect for persons calls on the respect of the intrinsic dignity of all other people, expressed in an attitude – due equally to every person – regardless of its social position, occupational role, learning, and wealth or any other special qualities or talents he or she may or may not possess.

“Respect for the value of humanity entails treating the interests of each as counting for one and one only and hence for always acting to produce the best overall outcome”

- *David Cumiskey* -

Ethics, same as quality, requires particular commitment and effort. It is improved through attention and care, exerted individually and collectively, as it is not a condition that can be reached but rather aimed at and perfected.

As such, the ethical attitude adopted at Banque BEMO SAL is *“everyone is making the effort to be better each day”*.

II. Introduction

Each member at Banque BEMO SAL is committed to high standards of ethics and professional behavior when dealing with colleagues, clients, suppliers and the community at large; serving the motto “Business with ethics” in accordance with the bank’s mission, vision and corporate values expressed below:

<i>Vision</i>	“To Be the Reference in Private and Corporate Banking”
<i>Mission Statement</i>	“Live our values while achieving high return on equity and offering our customers Outstanding Quality”
<i>Positioning Statement</i>	“Consolidating traditional values with a contemporary approach, offering services that are personal in delivery and global in scope”
<i>Core Values</i>	“Family Spirit, Professionalism, Conservatism, Honesty”

The Bank's path for success is built on the above, aiming to create long-term stakeholder value that exceeds the materialistic aspect of business to embrace “life values”.

III. Objective

The objective of the Ethics Charter is to state the basic ethical principles – generally accepted and already in force – at the bank. It is intended to guide behaviors, decisions and actions in the day-to-day business activities.

IV. Scope and Applicability

The present charter applies to each staff member in the bank, regardless of his or her department or level of responsibility, and sets the guidelines and principles for conducting business in an ethical manner.

V. Relevant Documents

This charter is to be read in conjunction with the following documents:

- Non-Compliance Policy
- Code of Deontology
- Code of Conduct
- Whistle-blowing Policy
- Conflict and Conflict of Interest Policy
- Anti-Bribery and Corruption Compliance Manual

VI. Responsibilities and Authority

Ethics is everyone's responsibility. For the bank to be successful, each employee must exemplify ethical behavior whether it is during or after working hours in order to foster a culture based on integrity, honesty, and respect.

VII. Ethics Principles

To support the ethical culture in the bank, the following principles shall govern the relationship with the employees, customers, service providers and the community:

1. Courtesy, integrity and respect in our behavior and relationship with all stakeholders;
2. Our first duty is towards ourselves. We will work on our development and on the reinforcement of our values. We will be humble and proud in the same time;
3. Colleagues concerns and interests should be weighted before any opinion, judgement or decision taking;
4. We will accept each other differences, fostering diversity and opposing any form of discrimination or harassment;
5. We will preserve employees' safety at workplace and protect the confidentiality of personal information of all our stakeholders;
6. Clients' interests should come first provided we are able to do it for all clients;
7. We are totally convinced that we are an intimate part of our community and we will do what we can to nurture and strengthen it;
8. Our environment is necessary to our community now and in the future. We will respect it, help in preserving it and will promote our attitude to others.