

**CODE OF CONDUCT FOR MEMBERS OF THE BOARD OF DIRECTORS  
AND SENIOR MANAGEMENT OF NLI COMPANY LTD.**

**Preface:**

To comply with the condition 1(7)(a)(b) of Corporate Governance Code-2018, issued by Bangladesh Securities and Exchange Commission, it has become necessary to formulate Code of Conduct for Members of the Board of Directors and Senior Management of National Life Insurance Company Limited. The rules and principles set forth in this Code are general in nature and the compliance with the Code along with other applicable policies and procedures shall be ensured by all concerned. This model code of conduct may be reviewed by the Board as and when necessary in the light of regulatory requirement and emerging circumstances.

**(1) Definition:**

"The Company" shall mean National Life Insurance Company Limited. "Board" shall mean the Board of Directors of the Company. "Board Members" shall mean the Members of the Board of Directors of the Company. "Independent Directors" shall mean the Board Members as defined under Section 76(1) of Insurance Act-2010. "Senior Management" shall mean all Executives who are in the grade of AVP and above.

**(2) Purpose:**

This Code is intended for all the Board Members and Senior Management personnel and includes areas of ethics, integrity and honesty, providing guidance to help them recognize and deal with ethical issues; mechanisms to report unethical/dishonest conduct; and help foster a culture of honesty, integrity and accountability. The matters covered in this Code are of utmost importance to the Company, its shareholders and business partners.

**(3) Applicability**

Ethical conduct is critical to the company's business. This code does not specifically address every potential form of unacceptable conduct, and it is expected that the Board Members and Senior Management of the Company will exercise good judgment in compliance with the principles of Corporate Governance. The Board Members and Senior Management of the Company have a duty to avoid any circumstance that would violate in letter or spirit provisions of this Code. They may contact the Chief Executives Officer or the Company Secretary to seek any clarification in this regard. The Board Members and Senior Management personnel should sign the acknowledgement at the end of this document and return the same to the Company Secretary indicating that they have received, read and understood and agree to comply with the Code.

**(4) Fair Dealing**

The Board Members and Senior Management should deal fairly with customers, suppliers, competitors and employees. They should not take unfair advantage for themselves and for any one through manipulation, concealment, abuse of confidential, proprietary or trade secret information, misrepresentation of material facts, or any other unfair dealing-practices.

**(5) Honesty & Integrity**

The Board Members and Senior Management of the Company are expected to act with utmost probity and professional integrity, honesty and ethical conduct, while working in the Company's premises, at offsite locations where the Company's business is being conducted, at Company sponsored business and social events, or at any other place where they are representing the Company. All the Board Members and Senior Management of the Company will act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated. Further, they will act in the best interests of the Company and fulfill their fiduciary obligations. An honest conduct is free from fraud or deception and in conformity with all the accepted professional standards of conduct. Ethical conduct includes the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.

*Aurshad*

#### (6) Conflict of Interest

The Directors and Senior Management shall not engage in any business, relationship or activity, which may be in conflict of interest with the business of the Company. A conflict situation can arise under the following circumstances:

- (a) When the Board Member or Senior Management personnel takes action or has interests that may make it difficult to perform his/her work objectively and effectively,
- (b) When the Board member has Directorship/Agency relationship with other Life Insurance Company,
- (c) The receipt of improper personal benefits by a member of his/her family as a result of one's position in the Company,
- (d) Any outside business activity that detracts an individual's ability to devote appropriate time and attention to his/her responsibilities with the Company,
- (e) The receipt of non-nominal gifts or excessive entertainment from any person/company with which the Company has current or prospective business dealings,
- (f) Any significant ownership interest in any business owned by supplier, customer, development partner or competitor of the Company,
- (g) Any consulting or employment relationship with any supplier, customer, business associate or competitor of the Company.

#### (7) Other Organisations

Senior Management of the Company is expected to devote their full time and efforts during normal working hours to the service of the Company. They shall not engage in any business or secondary employment that interfere with their obligations and responsibilities to the Company. Officers in the Senior Management of the Company shall not serve on the Board of Directors of anybody corporate without the prior approval of the Board of the Company.

#### (8) Discrimination and Harassment

The Company is committed to providing a workplace free of discrimination and harassment based on race, color, religion, age, gender, national origin, disability or any other biases. It would be the Endeavour of every Board Member and Senior Management of the Company to see that work place is free from such environment. If any employee is discriminated, he/she may lodge a complaint of discrimination or harassment to the appropriate authority of the Company.

#### (9) Compliance with Laws, Rules and Regulations

Board Members must comply with and oversee compliance by employees and officers, with laws, rules and regulations applicable to the Company/its personnel, including insider trading regulations. Board Members must deal fairly, and must ensure fair dealing by employees and officers, with the Company's customers, suppliers, competitors, and employees. Board Members will always act to the best of their knowledge, belief and effort in the best interests of the Company and all its stakeholders, including employees, shareholders and others. All suspected violations of this Code shall be promptly reported to the Board and such violations are subject to investigation by the Board. Violations will be investigated by the Board or any such designated persons/Committee and appropriate action will be taken in the event of any such violation. Board Members should inform the Company immediately about the emergence of any situation which may disqualify them from directorship. It shall be the Endeavour of every Director to attend as far as possible and actively participate in meetings of the Board and Committee thereof on which they are members.

#### (10) Confidential Information

The Board Members and senior Management shall maintain the confidentiality of Confidential information of the Company or that of any customer, supplier or business associate of the Company to which Company has a duty to maintain confidentiality, except when disclosure is authorised or legally mandated. The Confidential information includes all non-public information including private, proprietary and others that might be of use to competitors or harmful to the Company or its associates. The use of Confidential information for his/her own advantage or profit is also prohibited.

*A. Subrah*

(11) Prevention of insider Trading

Employees and Board Members should observe all applicable laws and regulations including the Company's policies and codes as applicable to them with respect to dealing in the Company's securities. All non public information about the Company should be considered confidential information. To use non public information for personal financial decision or to "tip" others who might make an investment decision on the basis of this information is not only unethical but also illegal. It shall be the responsibility of each employee and director to become familiar with and understand these laws, regulations, policies and codes, and to seek further explanations and advice concerning their interpretation, if required.

(12) Use of Company's assets

In carrying out their duties and responsibilities, all employees and Board Members should Endeavour to protect the Company's assets and proprietary information, and ensure that the same are being used by the Company and its employees only for legitimate business purposes of the Company. Any suspected incident of fraud, mismanagement of Company's assets or theft should be immediately reported for investigation to the Board or such other person as designated in this regard.

(13) Waiver and amendment to the Code Any amendment to this Code must be approved by the Board and publicly disclosed as required by any applicable law or regulation. Any waiver of this Code for the benefit of any employees, officer or director of the Company may be made only by the Company's Board or any executive authorized by the Board and shall be disclosed promptly as required by applicable laws and regulations including the rules of any stock exchange on which the Company's securities are listed or traded. Any such deviation as permitted by the authorized executive shall be reported to the Board at the next meeting.

(14) General

The Code should be viewed more as a code of ethics for better and transparent Corporate Governance and accountability to stakeholders. The Code is not intended to be all comprehensive and compliance should be both in spirit and in law, regulations and guidelines and should be in harmony with the corporate mission and objectives.

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(Morshed Alam, MP)

Chairman

