

# **Code of Conduct**

## **Foreword**

BSV Ltd.'s code of conduct restates and reaffirms the Organisation's value that establishes the highest standards of business conduct and moral ethics. Our employees take pride in upholding the high standards of corporate personal behavior on which BSV Ltd.'s reputation and respectability have been built.

## **Equal Opportunity Employer**

- The company shall provide equal opportunities to all its employees and all qualified applicants for employment and make no discrimination with reference to their race, caste, religion, color, ancestry, marital status, sex, age, nationality, disability and veteran status.
- BSV will make reasonable job accommodation with person with disabilities who can perform the essential functions of the position for which they are qualified and selected.
- Employees of BSV Ltd shall be treated with dignity and in accordance with the BSV Ltd Policy to maintain a work environment free of sexual harassment, whether physical, verbal or psychological.
- Employee policies and practices shall be administered in a manner that would ensure that in all matters equal opportunity is provided to those eligible and the decisions are merit-based.