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## Myanmar Private Equity & Venture Capital Association (MPE&VCA)

### Member Code of Conduct

**Code One:** All members shall conduct their business in a professional way and will not engage in practices which would be damaging to the image of the private equity industry. Within their own firms (and portfolio companies), members will promote the principles of equality and diversity, equal opportunities, anti-discrimination, anti-corruption, anti-harassment and will respect public health and the environment.

**Code Two:** Members shall comply with applicable laws and promote international best practices, including anti-money laundering, anti-bribery and corruption, and respect economic sanctions.

**Code Three:** Full Members will not accept in their funds subscribed capital from unspecified sources.

**Code Four:** Members shall respect confidential information supplied to them by companies looking for private equity investment or by companies in which they have invested.

**Code Five:** Each member shall commit and adopt good corporate governance practices, promote and maintain ethical standards of conduct and deal fairly and honestly with all business concerns seeking its assistance, with all companies to or with whom it makes loans or investments, and with all other private equity and venture capital companies.

**Code Six:** Members shall deal with regulators in an open, transparent and co-operative manner.

**Code Seven:** No member shall malign, defame or unfairly criticise any other member in any dealings with proposed clients or otherwise.

**Code Eight:** Members agree not to pro- actively approach employees of other Full Members for employment either directly or through employment consultants. This is not intended to restrict the ability of employees of Full Members to approach other Full Members for employment on their own initiative or in response to public advertisements. Further, members may wish to share the following text with professional recruiting agencies whenever their services are enlisted:

*"COMPANY NAME is a full member of Myanmar Private Equity and Venture Capital Association and as a member has agreed not to actively approach the staff of other members. Therefore, in your endeavours to fill the role for which we have enlisted your services, please do not contact anyone working in the companies listed as 'Full Members' at <https://www.mpevca.org/members>."*