



ETHICAL
CODE OF CONDUCT

"The first qualification for success is a strong work ethic"
Henry Ford






INTRODUCTION WORDS OF **DR RÉMI NGUYEN** —

I sincerely believe that an ethical code is paramount in the purpose of a moral improvement of the way we should conduct business. This vision and integrity are shared by everyone in the company.

As a company we think it is important to be a vehicle for values such as integrity as well as the respect of human values especially in a context more and more dehumanized and where money is king. Aside from these values, we wish to be to guardians of commercial best practices.

Eventually, we believe that implementing an ethical process will not only be beneficial to us but also to our partners and clients who have the reassurance of what MLR stands for, strengthening our cooperation even deeper on the long-term.



CODE OF CONDUCT

1- APPLICABILITY

This Code of Conduct is intended for use by All our employees, our leadership and management team, prospective employees, regulators, customers, and the general public.

It encompasses the rules that we want to apply and the values that we share with society. It is a tool that serves as a compass for our activities.

2- OUR VALUES

We support our clients towards the success of their business through an understanding, a medium- and long-term vision and an analysis of internal and external factors, supported by both financial expertise and a solid knowledge of Processes & Policies related to international standards.

3- NOT TOLERATING ILLEGAL OR UNETHICAL ACTS

We do not tolerate behavior that is illegal, unethical or breaches human rights. We comply with laws, regulations and standards that apply to us in our professional conduct.

4- PRACTICE WITH OBJECTIVITY AND INDEPENDANCE

At MLR we maintain our objectivity in the work delivered to customers. We maintain our independence from our customers. We are committed to delivering quality services that reflect our professional capabilities which are appropriate to the specific issues and needs of MLR clients, and in accordance with the terms and conditions in our engagement agreements.

We are robust and courageous in our challenges to clients and are not afraid to deliver unwelcome information to them. We consider not only whether we can perform an engagement, but whether we should perform that engagement.

5- FAIR COMPETITION

Competition laws are designed to ensure that competition remains vigorous and free from collusion. Even the perception of unlawful conduct should be avoided, including discussing prices, costs, production, products and services, bidding practices, other non-public business matters, sales territories, MLR channels or customers with a competitor; and restricting the right of a re-seller to sell or lease a product or service at or below a certain price.



Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives - choice, not chance, determines your destiny. *Aristotle*

6- CONFLICTS OF INTEREST

MLR must identify, prevent, and, where contractually required, immediately disclose situations where there is an actual or perceived conflict of interest.

7- FEES CHARGE TO CUSTOMERS

At MLR we charge appropriate fees for our services in accordance with our engagement terms and professional standards. We report actual hours worked and expenses incurred (if relevant). We incur expenses in accordance with our code of conduct.

8- CONFIDENTIALITY

MLR will respect the proprietary and confidential information of contracted third parties. The Confidentiality of the customers is one of the utmost priorities of MLR. In addition, the information provided to contracted third parties in good faith by our customers must be treated with the same degree of confidentiality.

9- USE OF DATA - DATA PRIVACY

At MLR we do not use confidential data or personal information for personal profit and complies with applicable insider trading laws such as European General Data Protection Regulation. We use social media and technology in a responsible way and respect the confidentiality of everybody we work with. We obtain, develop, and protect intellectual capital in an appropriate manner. We respect the restrictions on its use and reproduction

10- PROMOTE EDUCATION

MLR promotes access to education and more generally access to knowledge. Education is a key driver for growth and stability in a country. By promoting access to the judicial culture, MLR is an actor in tomorrow's world. In the past, the promotion of education has been illustrated by the creation of MLL (Myanmar Law Library). Dr Rémi Nguyen is also participating in his way to promote education by attending scholars' events and publishing academic articles.



11- CORPORATE SOCIAL ACTIVITIES

MLR has the goal to make business and develop communities where MLR is established. The development may be done by the promotion of education but also by the participation of MLR (or its directors) in congresses, webinars and all sorts of events that will promote the possibility for MLR to promote and support the local community whenever possible.

12- REPORTING A CONCERN

MLR Website and helpline: You can report your concern by sending us an email to the following address contact@mlr.ltd

Any complaint will be treated anonymously


ABOUT US


MLR provides a wide range of services related to investment to local as well as foreign companies. Being a part of such interactions implies conducting our operations mindfully.

At MLR we take pride in providing guidance and expertise on problems without straightforward solutions. As a reliable actor, we conduct our business for our customers in the most ethical way possible looking for solutions that will shape the interest of our stakeholders without compromising our ethics set out in this code.


We are loyal to our customers and our values. Values define each other's expectations and more importantly, ourselves. As a true "glocal" player, MLR has extensive knowledge of International and Vietnamese business culture and promotes exchanges between the local economic tissue and foreign companies. With today's challenges, promoting ethical standards has never been more relevant.

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