



**ITEA LIMITED**  
**iTea eBazaar Auction Platform**  
**Code of Conduct & Business Ethics**  
**(for all Subscribers)**

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This shall be cited as the Code of Conduct and Business Ethics to be observed by all subscribers to the *iTea eBazaar* Auction Platform. This is a commitment made by all subscribers to conduct their business activities at the Platform in full compliance with all laws and regulations in an ethical, transparent and professional manner while maintaining the highest of standards, and treating all others with integrity. This is expected to generate trust among all players including our customers, business partners, suppliers, the Government and the community in general. This is our bond that forms the bedrock of our values that shall govern the way we shall run our activities and represent what we stand for. The letter and spirit of this Code is mandatory to all subscribers and underscores the very essence of *iTea eBazaar* Auction Platform.

**(i) Observing the Government Laws, Rules and Regulations**

All subscribers of *iTea eBazaar* commit to observe and comply with all Government Laws and Regulations, and any other Rules set in conducting oneself in a tea auction platform. As such, any activities to the contrary including illegalities such as fraud and corrupt practices, are completely prohibited and if proven shall result to immediate suspension of subscription and reporting to the relevant legal authorities and notifying other Subscribers.

**(ii) Truthful and Morally Correct Business Conduct**

Each subscriber of the *iTea eBazaar* Auction Platform shall be truthful, keep high standards of behaviour and character at both professional and personal levels. This shall entail acting honestly and ethically, keeping away from all illegalities or any disrespectful conduct when doing business on the *iTea eBazaar* Auction Platform. These ethos shall be observed by all those working for and with all Subscribers.

**(iii) Conflict of Interest**

A conflict of interest occurs when a Subscriber's personal interest is adverse to, or may appear to be adverse to the interests of the *iTea eBazaar* and thus putting into question the actions, judgment, and/or decisions being made by such a Subscriber and which compromises their objectivity and effectiveness.

When such a situation arises, the Subscribers are directed to remove themselves and not use their positions for improper personal gain, their close associates or companies. Subscribers must declare a conflict of interest and once declared must disqualify themselves from direct participation in the conflicted activity.

**(iv) Observing this Code of Conduct and the entire Trading Rules & Regulations**

All Subscribers must strictly observe the *iTea eBazaar* Code of Conduct together with the Trading Rules & Regulations as set out by *iTea* as they are supposed to have seamless and orderly conduct by all Subscribers. This underscores the rectitude of all.

It is expected that all subscribers take time to internalize the Trading Rules & Regulations and observe the standards of this Code at all times.

**(v) Reporting Any Concerns**

All subscribers are encouraged to report any concerns to do with a possible threat to this Code, whether real or imagined. Failing to make such a report is itself a breach of the Code.

Any concerns raised shall be investigated in confidence with no adverse action on the reporting entity.



(vi) **Enforcement**

iTea will oversee the administration of the Code of Conduct and respond promptly and professionally to any submissions or allegations that may be forwarded by its Subscribers.

(vii) **Pledge of Commitment to the Code**

This Code of Conduct is very clear on observing the laws and behaving ethically. While this is the case, each Subscriber is expected to commit individually and severally by making a pledge, that signifies that commitment.

I/We, .....(*Name of individual/Company*) confirm that I/we have read the Code of Conduct and understand that I/we individually and severally pledge to observe its standards and report immediately any action that appears in breach of these standards.

**NAME** :

**SIGNATURE** :

**DESIGNATION** :

**COMPANY** :

**COMPANY STAMP** :

**SUBSCRIPTION NO** :

**DATE** :