



CODE OF CONDUCT

Preamble

The Animal Health Companies Association of Bangladesh (AHCAB) is committed to promoting ethical business practices, regulatory compliance, product quality, animal welfare, food safety, and fair competition that safeguard both its members and the animal health sector.

As our reputation as a professional association largely depends on the conduct of our members, all members are required to conduct their business with integrity, professionalism, and respect for the laws of Bangladesh and the principles set forth in this Code of Conduct.

Compliance with this Code of Conduct shall be a condition of membership in AHCAB.

1. Compliance with Laws and Regulations

- 1.1. Comply with all applicable laws, regulations, directives, and regulatory requirements.
- 1.2. Obtain and maintain all necessary licenses, permits, registrations, and approvals relating to their business activities.
- 1.3. Cooperate fully with government authorities during inspections, audits, investigations, and regulatory reviews.
- 1.4. Maintain complete and accurate records required by law and regulatory authorities.
- 1.5. Promptly address and rectify any identified regulatory non-compliance.

2. Integrity and Ethical Business Practices

- 2.1. Conduct business honestly, ethically, and transparently.
- 2.2. Maintain accurate financial, commercial, and operational records.
- 2.3. Avoid fraudulent, deceptive, misleading, or unethical business practices.
- 2.4. Honor contractual obligations and commitments made to customers, suppliers, employees, and business partners.
- 2.5. Respect intellectual property rights, including trademarks, patents, copyrights, trade secrets, and proprietary information.

3. Anti-Bribery and Conflict of Interest

- 3.1. Prohibit bribery, kickbacks, facilitation payments, and any form of corruption.
 - 3.2. Not offer, solicit, or accept improper gifts, favors, or incentives.
 - 3.3. Disclose actual, potential, or perceived conflicts of interest.
 - 3.4. Avoid using positions within AHCAB for personal or company advantage.
 - 3.5. Conduct all dealings with government officials and stakeholders ethically and transparently.
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4. Professional Conduct within AHCAB

- 4.1. Treat fellow members with respect, fairness, and professionalism.
 - 4.2. Support the objectives, reputation, and legitimate interests of AHCAB.
 - 4.3. Refrain from conduct that may damage the reputation of AHCAB or the animal health sector.
 - 4.4. Participate constructively in meetings, committees, and association activities.
 - 4.5. Respect decisions and processes established under the AHCAB Constitution and Rules.
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5. Fair Competition and Business Relations

- 5.1. Compete fairly, independently, and lawfully in the marketplace.
 - 5.2. Respect legitimate business relationships, agency agreements, and distributorship arrangements of fellow members.
 - 5.3. Avoid making false, misleading, or disparaging statements about competitors.
 - 5.4. Refrain from anti-competitive practices including price-fixing, market allocation, and bid-rigging.
 - 5.5. Not intentionally solicit or recruit employees of member companies through unethical means.
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6. Product Quality, Safety and Regulatory Compliance

- 6.1. Source products from reputable manufacturers or manufacture under recognized quality standards (e.g., GMP, GMP+, FAMI-QS, ISO, HACCP, or equivalent where applicable).
 - 6.2. Maintain appropriate quality assurance, quality control, and traceability systems.
 - 6.3. Ensure products are stored, transported, handled, and distributed according to approved standards.
 - 6.4. Promptly investigate and address product quality, safety, or regulatory concerns.
 - 6.5. Support measures to prevent counterfeit, adulterated, expired, or substandard products from entering the market.
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7. Responsible Marketing and Promotion

- 7.1. Promote products based on accurate scientific, technical, and regulatory information.
 - 7.2. Ensure all promotional claims are truthful, balanced, and substantiated.
 - 7.3. Comply with applicable laws and sector standards governing advertising and promotion.
 - 7.4. Clearly communicate product benefits, limitations, risks, and directions for use.
 - 7.5. Refrain from providing improper inducements to veterinarians, customers, distributors, or public officials.
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8. Animal Welfare, Food Safety and One Health

- 8.1. Promote practices that support animal health and welfare.



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- 8.2. Encourage the responsible and prudent use of veterinary medicines and animal health products.
 - 8.3. Support antimicrobial stewardship initiatives to combat antimicrobial resistance.
 - 8.4. Promote food safety throughout the animal production value chain.
 - 8.5. Support the One Health approach recognizing the interconnected health of animals, humans, and the environment.
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9. Environmental and Social Responsibility

- 9.1. Conduct business operations in an environmentally responsible manner.
 - 9.2. Minimize waste generation and environmental pollution.
 - 9.3. Support sustainable livestock, poultry, aquaculture, and companion animal sectors.
 - 9.4. Promote employee health, safety, and professional development.
 - 9.5. Contribute positively to national food security, public health, and economic development.
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10. Reporting, Investigation and Enforcement

- 10.1. Any member may submit a written complaint regarding an alleged violation of this Code of Conduct.
- 10.2. All complaints shall be reviewed by the *Ethics and Compliance Committee* appointed by the Executive Committee (EC).
- 10.3. The member(s) concerned shall be notified of the complaint and provided a fair opportunity to respond and present relevant information.
- 10.4. Investigations shall be conducted confidentially, objectively, and impartially, with due regard to the rights and reputation of all parties involved.
- 10.5. Members shall cooperate fully with investigations and shall not retaliate against any individual who reports a suspected violation in good faith.

Where a violation is established, the Executive Committee may impose appropriate disciplinary measures, including warning, corrective action, mandatory training, suspension of membership privileges, removal from committees, expulsion, or referral to relevant authorities where required by law.

Declaration

We, as members of AHCAB, commit ourselves to uphold the principles of integrity, professionalism, scientific responsibility, animal welfare, food safety, fair competition, environmental stewardship, and regulatory compliance in all our business activities and interactions. We further commit to supporting the reputation and objectives of AHCAB and contributing to the sustainable growth of Bangladesh's animal health sector.