

Chief Executive Officer

I, Babur L. Tolbaev, assuming the position of CEO of the Microcredit Company “Mol Bulak Finance”, solemnly swear

1. To defend the values of the Company, interests of the shareholders, investors, clients and employees;
2. To promote the creation of synergies with partners through building transparent business relationships;
3. To carry out the mission and strategic goals of the Company;
4. To be the leader in managing the Company, in introducing innovations;
5. To protect business image of the Company and strengthen leadership position in the microfinance market of the CIS;
6. To be socially responsible before clients, society, personnel. To introduce the Six Core Principles of Client’s Protection in microfinance;
7. To be fair with subordinates, create favorable environment for their personal and professional development, encourage deserving employees and stop any actions, discrediting the image of the Company;
8. To be engaged in a constant self-education and convey new knowledge to the subordinates and colleagues;
9. To build a cohesive team and to create a favorable environment for employees’ professional development;
10. To use my office position solely for the benefit of the Company, clients and subordinates;
11. To be an impartial manager, do not tolerate favoritism, sexual harassment, discrimination by sex, age, ethnicity, and religion;
12. To be able systematize ideas and lift them to a new level;
13. To create a warm atmosphere in the team. To inspire colleagues with a personal example and smile;
14. To apply strict measures to ineffective workers, and to employees abusing their positions;
15. To respect people of Kyrgyzstan and to implement civil role in the development of the country.

I swear!

Manager of the Company

I, _____, assuming the position of a Manager of the Microcredit Company "Mol Bulak Finance", solemnly swear

1. To be an embodiment of the Company's values and supporter of interests of clients, shareholders and investors;
2. To provide synergy for the achievement of business relations with clients, colleagues;
3. To carry out the mission of the Company and to explain its meaning to employees;
4. To be the leader for the subordinates in any undertakings. To find new ideas and to realize them;
5. To protect business image of the Company and to strengthen leadership positions in the microfinance market of the CIS;
6. To be socially responsible before clients, society and personnel. To introduce the Six Core Principles of Client's Protection in Microfinance;
7. To be fair with subordinates, create favorable environment for their personal and professional development, encourage deserving employees and stop any actions, discrediting the image of the Company;
8. To be engaged in a constant self-education and to convey new knowledge to the subordinates and colleagues;
9. To build a cohesive team and to create a favorable environment for professional development of the employees;
10. To use my office position exclusively for the benefit of the Company, clients and subordinates;
11. To be an impartial manager, do not tolerate favoritism, sexual harassment, discrimination by sex, age, ethnicity, and religion;
12. To be able to systematize ideas and to lift them to a new level;
13. To create a warm atmosphere in the team. To inspire colleagues with a personal example and smile;
14. To apply strict measures to ineffective workers, and to employees abusing their positions;
15. To respect people of Kyrgyzstan and to be the worthy representative of the Company.

I swear!

Employee of the Company

I, _____, assuming the position of an Employee of the Microcredit Company "Mol Bulak Finance", solemnly swear

1. To remember and to understand the Company's mission statement and to adhere to its values;
2. To carry out my duties with high quality and efficiency, showing results;
3. To respond to inquiries of clients and colleagues by means of professional customer service;
4. To be ready to bear the full responsibility for work with clients, understanding that people's life depends on the quality of my work;
5. To direct my energy and positive attitude to the efficient achievement of common goals;
6. To be impartial to situations, requests and offers from the third parties, contradicting the values of the Company;
7. To be fair with colleagues and clients, to provide compliance with the principle "told-made";
8. To honor corporate traditions and etiquette inside the Company;
9. To respect and apply corporate symbolic, trade mark and hymn of the Company in a daily life;
10. To develop myself in all possible ways, constantly improving myself;
11. To take an active part and to be socially responsible before the society and environment;
12. To take care of my workplace and property of the Company.
13. To value my time, and also the time of colleagues and clients;
14. To be loyal and respect the Company at work and outside the Company.

I swear!