



CITIZENS BANK

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Human Resources Division

CZB/HRD/2026/526

May 24, 2026

Office Order

Subject: Reformation of “Ethics & Integrity” Committee.

The Ethics & Integrity Committee of the Bank is hereby reconstituted comprising of the following members:

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| 1. Mr. Md. Mostafizur Rahman, DMD | - Chairman & Focal Point |
| 2. Mr. Md. Abdul Latif, DMD | - Member |
| 3. Mr. Mohammad Saiful Islam, ACA, FCMA, CFO & Head of HRD | - Member Secretary & Alternative Focal Point |
| 4. Mr. Md. Mazibur Rahman, EVP | - Member |
| 5. Mr. M. Fardul Ahmed, SVP & Head of ICCD | - Member |
| 6. Mr. Mohammad Wasiuddin, VP & Head of AMLD | - Member |
| 7. Mr. Sayed Tafazzal Islam, SAVP & Head of GSLD | - Member |
| 8. Mr. Mohammad Rezaul Hossain Morshed, AVP & CITO | - Member |
| 9. Mr. Helal Uddin, AVP, HRD | - Member |
| 10. Mr. Md. Shams Hakim, JAVP, PRD | - Member |

In case of absence of any member, succeeding officer of the concerned division will attend the meeting. In addition, the Committee may co-opt any other executive/officer, if found necessary.

Terms of reference (ToR):

- To promote ethics and integrity culture across the Bank in line with the National Integrity Strategy and regulatory guidelines.
- To prepare, implement and monitor the annual integrity action plan of the Bank.
- To review compliance with ethical standards, code of conduct, transparency, accountability and good governance practices.
- To identify integrity risks and recommend corrective measures to minimize irregularities, misconduct and unethical practices.
- To create awareness among employees through meetings, training, workshops, circulars and other communication initiatives.
- To encourage transparency and accountability in all operational, administrative and financial activities of the Bank.
- To monitor complaint handling mechanisms relating to ethical misconduct, corruption risks and service delivery issues, where applicable.
- To coordinate with relevant divisions/departments for implementation of integrity-related activities and reporting requirements.
- To review progress periodically and submit reports/recommendations to the competent authority.
- To ensure compliance with instructions/guidelines issued by the Government, Bangladesh Bank and other regulatory authorities regarding integrity and governance matters.
- To perform any other task assigned by the competent authority in connection with ethics, integrity, transparency and good governance.

This order will come into force with immediate effect.


Mohammad Saiful Islam, ACA, FCMA
Head of Human Resources Division