

Group Fitness & Probity Policy

This Policy sets out in writing the Group's strategy in assessing the fitness and probity of persons who hold, or who are appointed or elected to an assessed position on a continuous basis. This is in line with the professional and ethical values and long-term interests of the Group as well as its Code of Conduct. As part of the governance structure of the Group, it serves the purpose of providing for prudent management and of strengthening the efficiency of risk management of the Group.

The requisite knowledge, experience and abilities of each individual as well as the general requirements for the composition of the Management Body are factors that may ensure that informed and professional decisions are taken for the direction of the Bank, the risk management oversight and the regulatory environment it operates in.

In brief, the responsibilities of the Bank in relation to the above legal and regulatory framework are:

- To make the initial and continuous assessment of the fitness and probity of assessed persons
- To ensure that assessed persons have the requisite experience, specialisation and knowledge for the discharge of their duties and responsibilities
- To ensure that the assessed persons demonstrate honesty, reliability and integrity, characteristics which promote the culture of compliance in an organisation
- To ensure that the Nominations and Corporate Governance Committee adopts the necessary internal policies for the assessment of the fitness and probity of assessed persons.

The Group will also take reasonable steps to ensure that after a person is nominated or proposed for election or appointment to an assessed person position, the Group will make available to that person a copy of this Policy and the details of the competencies and training required for the relevant assessed person position, before any assessment of their suitability to hold an assessed person position is conducted. This Policy will also form part of the induction process for all assessed persons.

The information that a position is assessed and that the fit and proper assessment is mandatory before the appointment, must be specified in the job description.

Lists of assessed staff must be regularly reviewed, at least once a year and upon any structural change of the organization. (The full policy forms part of the Board manual app 17)

The information contained on this website is provided only as general information. The material on this website is owned by Bank of Cyprus Holdings Plc.

While Bank of Cyprus Holdings Plc endeavors to keep information up to date, it makes no representations or warranties of any kind, express or implied, about the completeness accuracy, suitability or availability with respect to the information contained on the website for any purpose. Any reliance you place on such information is therefore strictly at your own risk.

In no event will Bank of Cyprus Holdings Plc be liable for any loss or damage including without limitation, indirect or consequential loss of damage, or any loss or damage whatsoever arising out of, or in connection with the use of this website's information.