**Luminant Software Farm Limited**

**Company Type**: Software Farm Startup

**Organizational Structure:**

Luminant Software Farm Limited follows a hierarchical organizational structure to ensure efficient management and coordination of various projects. The structure consists of the following key roles:

**Chief Executive Officer (CEO):** The CEO is responsible for overall strategic planning, decision-making, and the company's success.

**Project Managers**: Project managers oversee individual projects, including planning, execution, and resource allocation. They are responsible for ensuring timely delivery and meeting client requirements.

**Development Teams:** These teams consist of software developers, engineers, designers, and other technical professionals who work collaboratively to develop high-quality software products.

**Quality Assurance Team:** This team is responsible for conducting rigorous testing and ensuring the quality and reliability of the software products before release.

**Sales and Marketing Team:** This team focuses on promoting the company's services, identifying new business opportunities, and maintaining client relationships.

**Administrative Staff:** Administrative personnel handle day-to-day operations, including finance, human resources, and general administration.

**Code of Ethics for Luminant Software Farm Limited:**

**Ethical Work Environment:**

a. Foster a culture of respect, honesty, and integrity among all employees.

b. Prohibit any form of discrimination, harassment, or unfair treatment.

c. Encourage open communication, constructive feedback, and teamwork.

d. Protect employees' confidentiality and privacy rights.

**Health and Safety Standards:**

a. Ensure a safe and healthy working environment for all employees.

b. Comply with all relevant health and safety regulations and standards.

c. Provide necessary training, equipment, and resources to promote employee well-being.

d. Encourage employees to report any safety concerns or incidents promptly.

**Professional Engineering:**

a. Adhere to the professional standards and guidelines set by The Institution of Engineers, Bangladesh (IEB).

b. Conduct engineering activities with competence, diligence, and integrity.

c. Continuously enhance professional knowledge and skills through learning and development.

d. Respect intellectual property rights and refrain from unauthorized use or disclosure.

**Economic, Social, and Environmental Factors:**

a. Conduct business in a socially responsible manner, considering the impact on stakeholders.

b. Promote sustainable practices and minimize the negative environmental impact.

c. Comply with applicable laws, regulations, and ethical business practices.

d. Strive for fair and transparent business dealings with clients, suppliers, and partners.

By following this Code of Ethics, Luminant Software Farm Limited aims to create a positive work environment, deliver high-quality software solutions, and contribute to the economic and social development of Bangladesh while upholding the ethical standards set by The Institution of Engineers, Bangladesh (IEB).