

CODE OF CONDUCT

(Applicable to all Employees, Directors and Senior Management)

I) Every employee is required to discharge his duties and obligations honestly and diligently.

II) Every employee is required to observe strict secrecy concerning remuneration, Increments or other terms of the services and or business affairs of the company whether in relation to other employees, companies, firm's institution or third parties in business with the company. The business affairs may encompass processing methods, technicalities of ingredients, market strategies, Laboratory Test and all such secrets of the company, which should not be divulged to other at any cost unless asked by the competent court of law.

III) Every employee is required to devote the whole of his time to the business of the company and not to be engaged, interested or concerned with any other business or commercial activity of any kind whatsoever, whether directly or indirectly.

iv) Every employee is required to take care of ourselves and to ensure that our actions do not result in harm to others. For this purpose, each employee should be familiar with and adhere to health and safety rules and procedures applicable in his area. The employees are further required to report any potential hazard or incident to health and safety immediately.

V) Every employee must respect for his seniors and kindness to the juniors for which he must possess the qualities of listening, trust and openness.

VI) The integrity of our employees must be beyond any doubt and they should possess high ethical standard, honest and fairness in commitment to others. Their high-leveled character should never be dominated by small and petty gains.

VII) Result oriented employees are the potential assets of the company which we demand here in Mubarak Textile Mills and we expect relative leadership, cooperation, creativity and competency in the relevant jobs.

VIII) Every employee is required to take care of Company's properties and should not allow anyone to harm the same.

IX) Punctuality, regularity and devotion should be top priority of all the employees of the company.

X) Every employee will be bound to follow the disciplinary rules, regulations and conditions of employment and or altered by the company from time to time.