



Ideal Spinning Mills Ltd.



CODE OF CONDUCT

OBJECTIVE:

The Company's reputation and its actions as a legal entity depend on the conduct of its employees. Each employee must commit to act according to the highest ethical standards and to know and abide by applicable laws. We each must assure that our personal conduct is above reproach and complies with the highest standards of conduct and of those who work around us complies with these standards too. The Company's code of business ethics and standards of conduct will be enforced at all levels fairly and without prejudice.

As a matter of policy, it is the obligation of every employee of **Ideal Spinning Mills Ltd** to follow the highest business ethics and standards of conduct showing to be a responsible, honest, trustworthy, conscientious and dedicated employee of the highest standards of ethical business practices.

GENERAL PRINCIPLES:

- a) Employees shall conduct their employment activities with the highest principles of honesty, integrity, truthfulness and honor.
- b) Employees shall not make, recommend, or cause to be taken any action known or believed to be in violation of any law, regulation or corporate policy.
- c) Employees have a legal, moral and ethical responsibility to report to the Company, or the appropriate authorities, known or suspected violation of law, regulations or corporate policy including the Company's standard of conduct.
- d) Employees shall not use their position in employment to force, induce, coerce, harass, intimidate or in any manner influence any person, including subordinates to provide any favor, gift or benefit, whether financial or otherwise, to themselves or others.
- e) Employees representing the Company to third parties shall not allow themselves to be placed in a position in which an actual or apparent conflict of interests exists.

CONFIDENTIALITY:

Information received by Associates in the course of the exercise of their duties remains the property of the Company and must be kept confidential at all times. Confidential information may only be released or used with specific permission from the Company and/or where such disclosure is:

Head Office:

1088-Jail Road,
Faisalabad-Pakistan
Ph: +92 41 2632 301-5

Mills:

35 Km, Sheikhpura Road,
Faisalabad-Pakistan
Ph :+92 41 4589 183-84
Ph :+92 41 4689 251-52

Lahore Office:

506-D, 5th Floor, City Tower,
6-K, Main Boulevard Gulberg II, Lahore
Ph :+92 42 3578 8655
+92 42 3585 1011-2
+92 42 3575 8484

Karachi Office:

Room # 404-405, 4th Floor
Business Centre, Mumtaz
Hassan Road, Karachi-Pakistan
Ph :+92 21 3241 2814-5
Fax:+92 21 32419817



Ideal Spinning Mills Ltd.



- required to be disclosed to another Associate in the normal conduct of the Company's operations;
- authorized by the Board of Directors;
- required by law or a regulatory body.

An Associate's obligations in respect of confidentiality shall continue even after an Associate's association with the Company is concluded.

CONFLICT OF INTEREST

A conflict of interest arises when a personal, professional or business interest of an Associate are potentially at odds with the interest of the Company.

In the event that such a conflict arises, or is perceived to arise, the matter shall at all times be resolved in favor of the Company. Moreover, all Associates must:

- declare, to their reporting manager and the HR Head, any potential, actual or perceived conflicts of interest that exist at the time of commencing their association with the Company;
- declare, to their reporting manager and the HR Head, any potential, actual or perceived conflicts of interest that arise, or are likely to arise, during the course of their association with the Company; and
- avoid being placed in a situation where there is, or potentially may be, any potential, actual or perceived conflicts of interest.

CORRUPT CONDUCT:

Corrupt conduct, which includes but is not limited to bribery, blackmail, unauthorized use of confidential information, fraud, theft, will not be tolerated by the Company. Disciplinary action up to and including dismissal will be taken in the event of any Associate participating in corrupt conduct. In addition, the Company will report any instances of corrupt conduct of Associates to the appropriate governmental authorities, which may result in an Associate facing legal prosecution.

STAKEHOLDERS:

The Company recognizes its multiple stakeholders, including its shareholders, customer, suppliers, bankers/lenders, media, regulators, employees, the community etc. All Associates shall ensure appropriate stakeholder engagement in a manner that fosters good relations in accordance with prevailing law, Company policies and industry good practices.

Head Office:
1088-Jail Road,
Faisalabad-Pakistan
Ph: +92 41 2632 301-5

Mills:
35 Km, Sheikhpura Road,
Faisalabad-Pakistan
Ph :+92 41 4589 183-84
Ph :+92 41 4689 251-52

Lahore Office:
506-D, 5th Floor, City Tower,
6-K, Main Boulevard Gulberg II, Lahore
Ph :+92 42 3578 8655
+92 42 3585 1011-2
+92 42 3575 8484

Karachi Office:
Room # 404-405, 4th Floor
Business Centre, Mumtaz
Hassan Road, Karachi-Pakistan
Ph :+92 21 3241 2814-5
Fax:+92 21 32419817

For Ideal Spinning Mills Ltd

Director