

## **CODE OF CONDUCT**

The salient features of the Code are explained below for all Directors and Employees.

### **Conflict of Interest**

Each Director and employee should avoid conflicts of interest and disclosed where they exist.

### **Protection of the Proprietary Information**

All the Directors and employees shall observe and maintain the confidentiality of Modaraba's information, and not misuse such information.

### **Honesty, Integrity and Ethical Standards**

All Directors and employees must act honestly, fairly and exhibit highest level of integrity and ethical standards in all dealings.

### **Bribe & Corruption**

All Directors and employees must not give or accept bribes nor engage in any form of corruption.

### **Compliance with Laws and Regulations**

All Directors and employees must ensure to comply with all the Laws, guidelines, regulations and directives as issued by Securities & Exchange Commission of Pakistan, Stock Exchange and other bodies relating to the Modaraba.

### **Charity and Voluntary Work**

The Modaraba encourages the culture of mutual help, assistance, charity and voluntary work in time of need of any person or community. All Directors and employees are encouraged to participate in such activities of national calamity like floods, earthquake or other social work.

### **Speak up**

The Directors Should take steps to ensure that employees are encouraged to Speak Up if they suspect, or know of, any actual, planned or potential behavior that breaks, or may break, any laws, regulations or this standard.

### **Political Contributions and Activities**

Directors and Employees are prohibited from making or soliciting political contributions or engaging in political activities.

### **Family Connections**

Any dealing with any customer or third party or organization where the employees has direct or indirect or family connection must be promptly disclosed to the Modaraba.

### **General Discipline**

Everyone should protect the Company's assets and ensure their efficient use. All employees must adhere to the Services, Rules of the Modaraba.