

Statement of Ethics and Business Practices / Code of Conduct

Safe Mix Concrete Limited (SMCL) – *formerly Safe Mix Concrete Products Limited* conducts its operation in accordance with highest business ethical consideration complying with all statutory regulations and best accepted standards of good corporate citizen. This policy applies to all directors and employees of the Company. The Company's core values are Merit, Integrity, Teamwork, Safety, Dedication and Innovation.

This statement in general is in accordance with company goals and principles that must be interpreted and applied within the framework of laws and customs in which the Company operates. This statement will be referred to as the "Statement of Ethics and Business Practices" or the "Code of Conduct" and obligatory for each employee / director to adhere to.

- To produce high quality and standard product which would not only exceeds customer expectation and but also the industry norms.
- To regularly update and upgrade manufacturing systems and processes so as to keep abreast with technological advancements, achieve economies of production and transfer knowledge and skill to workers.
- To regularly maintain, replace and upgrade all machinery and equipment for smooth working, optimum output and ensures safe working in all production units.
- To maintain a smooth work-flow in all departments with an effective communication system between employees.
- To employ only the appropriately suited human resource through the selection and recruitment process based on the commensurate qualifications and experience criteria without any non-professional considerations, without any bias or prejudice of race, cast, color, creed or religious beliefs.
- To ensure that all management personnel are adequately qualified to perform management functions as assigned.
- To guide, direct and motivate employees to perform functions and to recognize and reward employees based on their performance outputs.

- To measure employee performance by a pre-determined criteria so as to be fair and equitable towards every single employee.
- To ensure that all employees work towards achievement of corporate objectives, individually and collectively as a team and conduct themselves at work and in society as respectable employees and responsible citizens.
- The directors and employees of the Company seek to protect the Company's assets. The Company's assets and services are usually used solely for the purposes of the Company. The use of the Company's funds for political contributions to any organization or to any candidate for public office is strictly prohibited.
- Employees are expected to exercise honesty, objectivity and due diligence in the performance of their duties and responsibilities. They are also directed to perform their work with due professionalism.
- All employees, both during and after their employment, must respect the exclusivity and trade secrets of the Company, its customers and suppliers and may not disclose any such information unless the individual or firm owning the information properly authorizes the release or disclosure.
- To ensure that all directors and employees of the company shall undertake such activities, whether personal or professional, that in no way conflicts with the interests of the company but contributes towards the betterment, development and growth of the organization in particular and the industry in general.
- The Company is an equal opportunity employer.
- All employees are to be treated with respect. The Company is highly committed to providing its employees with a safe, healthy and open work environment, free from harassment, intimidation, or personal behavior not conducive to a productive work climate.
- To implement an effective, transparent and secure financial reporting and internal control system so as to ensure compliance with regulatory factors as well as meet all obligations of payables and receivables and keep investors, shareholders and management fully aware.

- To ensure effective utilization of all company resources and plan and operate resource utilization in order to produce better results and generate better yields and facilitate timely decisions.
- To place a strict internal audit system to study, analyze, review and report all company earning and spending and enhance reliability of all financial information and build shareholders' confidence.
- To regularly prepare, as per pre-determined schedules, all financial reports and present accounts to the board for review and analysis and show trends based on company income, revenues and expenses and industry trends.
- To ensure cost effectiveness and purchase goods and services based on developed criteria, vendor assessment and market competitiveness and evaluate options on prices, terms, products / services, substitute available, prior to purchase.
- To ensure timely and proper payments as per negotiated terms to all suppliers and deduct applicable taxes so as to enhance corporate credibility and image.
- To maintain an excellent relationship with bankers and utilize banking facilities in a manner to benefit company whilst making proper use of funding and facilities available and ensuring no defaults.
- The company shall at all times strictly adhere to all applicable laws of the country and fulfill all statutory requirements and ensure timely, proper and full payment of all applicable taxes, rates, duties and / or any other levies as may be imposed from time to time from the regulatory authorities.
- The company shall use all means to ensure a clean, safe, healthy and pollution free environment not only for its workers and employees but for the well being of all people who live in and around any of the production and manufacturing units and employ such technology as may be beneficial in maintaining a healthy and hygienic working and living environment.
- The Company strives to serve best interest of its shareholders to provide fair return on their investments.
- All directors and employees of the Company are responsible for continuing enforcement of and compliance with this policy, including necessary distribution to ensure employee knowledge and compliance.