

## CODE OF CONDUCT

PakChem's policy is to strive for excellence in all aspects of its business with honesty, integrity and ethically.

PakChem complies with applicable laws and regulations of the Government of Pakistan. All employees are required to familiarize themselves with guidelines, limits of authority, law and regulations governing their individual areas of responsibilities and not exceed them. If in doubt, employees are advised to seek appropriate advice from the Company.

PakChem is committed to practice, implement and deliver quality products and services which consistently offer value in terms of price and quality and to continually improve the process to satisfy customer needs and the expectations. PakChem is committed to run its business in an environmentally sound and sustainable manner and develop a strong organization centered at Karachi, to run the existing business and exploit new opportunities. PakChem is aware of its social responsibility and as resolved to contribute to community activities as a good corporate citizen.

PakChem believes in having full regard to the attitudes and expectations of its client based at large and contributing as appropriate to the formulation of positive attitudes and opinions. PakChem believes in fair competition, and supports well defined competition laws.

PakChem does not support any political party nor contributes to the funds of groups whose activities promote sectoral interests. PakChem will promote its legitimate business interests through trade associations etc.

PakChem fully adheres to the relevancy and reliability for financial reporting and transparency under the framework of legal requirements, International Accounting Standards and generally accepted accounting principles.

PakChem is an equal opportunity employer. The company recruits and promotes employees on merits, and is committed to provide safe and healthy working conditions for all its employees. The company believes in maintaining good communication with employees and ensures that the responsibilities, authorities and their inter relation are defined and conveyed effectively within the organization.

PakChem ensures that the resources required to implement and improve the products and services and to achieve customer satisfaction are invariably available. These requirements include work space and associated facilities, equipment, hardware, software and support services. All concerned are encouraged to identify and manage work conditions needed to achieve conformity of the product through documented procedures, work instructions, measuring and monitoring instructions, specifications and standards outlined and made available within the company.

It is the responsibility of the Board to ensure that the above principles are complied with, and the internal audit committee constituted by the Board will monitor such compliance.