

CODE OF CONDUCT

- Configure their company as an instrument at the services for creating wealth, making their indisputable objective of obtaining a profit compatible with sustainable, environmentally sound special development, making certain that all activities are carried out In an ethical and ethical and responsible manner_
- Configure the company as medium and long-term entity, not compromising its continuity through an interest in shorter enrichment
- Exercise voting right at the general shareholder meeting on an informed and responsible basis and in doing so all demand ethical behavior from company including code approval of the Code of Ethics and orchestrating effective application thereof.
- a. Search for a fair balance between capital and work, in such a fashion that, through their salaries, workers receive just compensation for their work.
- Appoint as directors and management persons who meet their requisite establish regarding adequate preparation and experience, and who carry out management functions in a professional, ethical and responsible manner
- Define and defend the mission and values of the company in accordance with its Code of Ethics.
 - • In exercise of their administrative and management functions, They should:
 - • In relation to management functions:
 - • Carry out their activities in a professional, ethical and responsible Manner.
- Comply, and demand compliance with the Code of Ethics of the company and to that end, make the Code know and establish appropriate mechanism to guarantee applications In particular there should be a body, ideally an Ethics Committee, made up of people with sufficient power to apply the maid and correct infractions.
- Inform owner or shareholder periodically and accurately as to the Situation of and outlook of the company.
- Promote effect participation by shareholder at the General Meeting, especially by facilitating the exercise of information and voting right,
- Comply and demand compliance with generally accepted accounting standard and principles, and establish internal and external risk management and control system in according with their characteristics of the company.
- Keeping the book and ledgers of the company in an accurate and honest manner, in order to permit that information be obtained and decisions be taken on an informed and responsible basis.
- Provide external and internal auditors of the company with all such information and explanations as may be required to carry out their work.
- Subordinate their own interest to those of the company when acting in behalf and in representation thereof and not use corporate assets in their own benefit ,except with due transparency ,prior authorization from the relevant corporate body and in exchange for consideration demand appropriate on the market.
- Immediately notify the administrative body as to any event or situation. which would represent or could give rise to a conflict between the interests of the company and the individual interest of the director or manager rand abstain from intervening in the resolution:
- Facilitate the transparency of and control over their remuneration in such a way that it is guarantee to be appropriate to their level of responsibility and performance end to the characteristics of the company.
- Maintain as confidential the background, data and document to which they have access by virtue of their function in the company, even when they no longer carry out such function.
- Make payment and comply with debts incurred by the company without unjustified delay or breach, and collect on balance due with the diligence required in each case,
- Prepare and maintain in place a succession plan for key positions within the company, to ensure that continuity of the company does not depend on the presence of any given director or manager.
- Choose their collaborators and subordinates in accordance with the principles of merit and capacity, looking only to fulfill the interest of company. In relation to supplies and clients of the company:
- Maintain ethical and explicit relationship with supplier of goods services.

STATEMENT OF ETHICS & BUSINESS PRACTICES

- This statement explains the expected standards of Business conduct of Hira Textile Mills Limited (The Company). The ethical standards described are not an added extra. They are integral to sound business practice. The likely reward for maintaining ethical business dealings is public confidence and repeat business.
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- The Company's policy is to conduct business with honesty and integrity and be ethical in all its dealings, showing respect for the interest of all the stakeholders.
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- The Company complies with all laws and regulations. All employees are expected to familiarize themselves with laws and regulations governing their individual areas of responsibility, and not to contravene them. If in doubt, employees are expected to seek advice. The Company firmly supports the principle of fair competition and will continue to compete in the market based solely on our merits.
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- The Company maintains a position of impartiality with respect to party politics and does not support any political party nor contributes to the funds of groups whose activities promote party interests.
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- The Company is committed to provide products & services, which consistently offer value in terms of price and quality and satisfy customer needs and expectations.
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- The Company believes in and fully adheres to the principles of reliability and credibility in its financial reporting and in transparency of business transactions.
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- The Company is an equal opportunity employer. Its employee recruitment and promotional policies are free of any gender bias and is on merit and excellence oriented. It believes in providing its employees safe and healthy working conditions and in maintaining good channels of communications.
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- The Company expects its employees to abide by certain personal ethics, whereby Company information and assets are not used for any personal advantage or gain. Any conflict of interests should be avoided and if it exists it should be disclosed and guidance sought.
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- The Board to ensure that the above principles are complied with, for which the Board has constituted the audit committee, to be supportive of compliance.