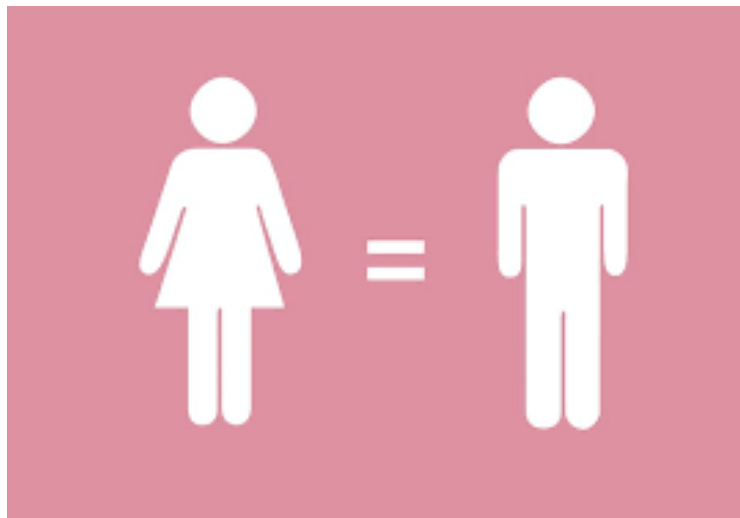


CODE OF CONDUCT AND ETHICAL VALUES

“Non-Gender Discrimination *policy*”



Jordan Chalk Manufacturing Company pursues a policy of non-discrimination between the sexes (male and female) in the workplace, where both work together at the company's different sections.

The company is keen to ensure that the relation between them is based on the basis of cooperation, fellowship and participation towards the completion of the assigned tasks. The company's policy does also respect equality in all other rights such as salaries, leaves, incentives, bonuses and promotions