

CODE OF CONDUCT AND ETHICAL VALUES

“Fair Remuneration *policy*”



Jordan Chalk Manufacturing Company believes in the right of workers to receive a fair and adequate wage to provide a decent life for themselves and their families, so that this wage is not less than the minimum stipulated in the governmental legislation. Wages are paid at specified and regular timings and without delay.

The Company shall ensure that the level of remuneration shall reflect the skills, experience and education of the workers. The penalty of deduction shall not be imposed except in accordance with certain facts and within the limits provided for at the approved internal rules and without inconsistency with the Labor Law.

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