

## CODE OF CONDUCT AND ETHICAL VALUES

### “Decent Working Hours *policy*”



Jordan Chalk Manufacturing Company considers that regular working hours shall not exceed 48 hours per week. The working hours may be increased as additional working hours “*overtime*”, which shall be considered exceptional and voluntary and shall not be less than one and a quarter times of the normal rate.

The worker shall be entitled to rest every working day with a minimum of seven working days, unless there are exceptions determined by collective agreements otherwise.