

## CODE OF CONDUCT AND ETHICAL VALUES

### “Child Labor Policy”



One of the major priorities of the Jordan Chalk Manufacturing Company is not to employ the children under the age of 16 years, and not to force them to work under any kind of physical or psychological pressure.

Jordan Chalk Manufacturing Company is subject to the Jordanian Labor Law, which prohibits the employment of children under the age of 16 years.

The teenagers who are above the age of 16 years are employed under special conditions, provided that the number of working hours does not exceed 8 hours per day, they are not assigned to lift heavy loads or exert high effort, not to be forced to work, and it is not allowed for them to operate in night work.

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Jordan Chalk Manufacturing Company is also concerned with pregnant women where it is not allowed to operate them in lifting heavy loads and working for a long times they are also given maternity leave for 3 months.

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