



LUCKY CORE INDUSTRIES

CODE OF CONDUCT

Chief Executive's Message

Dear Colleagues,

We, at Lucky Core Industries, have always conducted our business in line with a strong sense of principles. These principles, enshrined in our Code of Conduct, have been part of our philosophy and our culture.

This Code is intended to provide you with a clear overview of the obligations that each employee in Lucky Core Industries needs to understand. In essence, it captures not only the values we live by, but also the company rules and norms already in place. It thereby assists all of us in performing our jobs in accordance with the company's standards.

As an employee, you have a personal responsibility to be aware of the Code of Conduct and to comply with it. You need to know, that should you not live up to its requirements, Lucky Core Industries will consider disciplinary action, including possible dismissal in case of gross negligence. Your manager will also be able to help you answer any questions about interpreting or applying this Code.

Furthermore, you should bring to the attention of the management any activity which is in violation of Lucky Core Industries' policy or law. To this end, we already have a Complaint Management System in place which we are all well aware of. We are committed to providing the utmost protection to employees who report a breach or suspected breach of the code. For absolute clarity, we also stress that senior management will not hold management or employees accountable for any loss of business resulting from compliance with the Code.

Our Code of Conduct is a reflection of who we are and the way we do things. I trust you will support and comply with our Code of Conduct and I am counting on each employee to fully embrace its content. In doing so, we can ensure that we continue to build a company we can all be proud of.

Regards,

Asif Jooma

Chief Executive

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INTRODUCTION

As an employee of Lucky Core Industries, you are expected to act in accordance with our company Values and Business Principles and to comply with company policies, laws and regulations. The company Values and Business Principles are an expression of who we are and how we want to be perceived by our stakeholders. The Business Principles laid down in this Code of Conduct are intended to be put into practice by all employees on a daily basis.

This Code of Conduct, which has been approved by the Board of Directors for implementation, contains an overview of key information, including the Business Principles and directives, which are relevant to all employees. The Code is a statement of who we are and how we work. Whenever we encounter difficult ethical or legal issues, we need to resolve them in line with our Code of Conduct. This Code is a living document and will therefore be updated when so required. As an employee, you will always be notified when an update is made.

The key sections of this document cover:

- Our Company
- Business Integrity
- Lucky Core Industries' Responsibilities
- Employee Responsibilities.

Furthermore, you should bring to the attention of management any activity, which is in violation of company policy or law. To this end, Lucky Core Industries has established a Complaints Procedure, which can help you to determine the best way to voice your concerns.

We are committed to providing full protection to employees who report a breach or suspected breach of the Code. For absolute clarity, we stress that senior management will not hold employees accountable for any loss of business resulting from compliance with this Code. Please be aware that in the event of a failure to comply with, or any willful breach of our Business Principles and Code of Conduct, the company will consider disciplinary action, up to and including termination of employment. Now that the Business Principles rollout has been completed, we assume all our employees are already acting in accordance with them. If you have any questions about how to interpret or apply the Code, or any other company policies or directives, please consult your manager.

02 OUR COMPANY

2.1 Business principles

It is Lucky Core Industries' ambition to be the first choice of customers, shareholders and employees, by ensuring sustained leadership position in the markets where we compete, delivering long-term business value through a high performance culture, innovation, ethics and responsible care.

This document sets out the core values that should underlie the conduct of Lucky Core Industries in order to fulfill our ambition. In this respect, Lucky Core Industries' Business Principles apply equally to our business transactions throughout the world and to the individual behavior of employees in conducting Lucky Core Industries' business. The Business Principles also bring together the main Lucky Core Industries responsibilities for other specific policy areas.

The Business Principles leave the Executive Management Team free to specify further rules of business conduct provided such rules are consistent with our core values and with safeguarding Lucky Core Industries' good reputation. It is the responsibility of the Board of Directors and each Business/Functional Head to ensure that Lucky Core Industries' Business Principles are communicated to and observed by Lucky Core Industries employees. In addition, Lucky Core Industries regards the application of its Business Principles to be of prime importance in making decisions about whether or not to enter into or continue relationships with contractors and suppliers, and to participate in joint ventures.

2.1.1 Responsibilities

Lucky Core Industries is committed to creating long-term value for its customers, shareholders, employees and the society, recognizing that sustainable profit is essential for the continuity of its business. We will focus our efforts on the success of our customers and in this respect, it is our responsibility to provide customers with products and services that offer value in terms of price and quality and that meet high health, safety, and environmental standards. We will provide competitive returns on our shareholders' investments. In this respect, it is our responsibility to take due account of the expectations of our investors.

We will create an attractive working environment for our employees. In this respect, it is our responsibility to recruit, hire and promote employees solely on the basis of suitability for the job, to stimulate their individual and professional development and to provide safe and healthy working conditions. It is also our responsibility to prohibit harassment or discrimination of any kind and exploitation of child labor. We will conduct our activities in a socially responsible manner. In this respect, we observe the laws of the countries in which we operate, support fundamental human rights in line with the legitimate role of business and give proper regard to health, safety, and the environment consistent with our commitment to contribute to sustainable development.

2.1.2 Free enterprise

Lucky Core Industries supports the principles of free enterprise and fair competition. The company aims to meet customers' needs faster, better, and more distinctively than its competitors. To this end, Lucky Core Industries will compete vigorously but fairly, and within the framework of applicable competition laws.

2.1.3 Business integrity

Lucky Core Industries insists on integrity and fairness in all aspects of its business operations.

- Bribery and any other form of unethical business practice are prohibited.
- Lucky Core Industries employees are expected to avoid all situations in which their personal or financial interests may conflict with the company's interest.

All business transactions shall be accurately and completely recorded in accordance with the Lucky Core Industries' accounting principles and local laws and may be subject to audit.

2.1.4 Community activities

As a socially responsible corporate citizen, Lucky Core Industries supports community activities.

- Lucky Core Industries will give their employees the opportunity to play an active role in societal matters - for example, through community or educational programs - unless participation in these activities creates a conflict of interest.
- Lucky Core Industries will not make payments to political parties, or their institutions, agencies or representatives.

2.1.5 Communication

Lucky Core Industries recognizes that in view of the company's scope of activities, the impact they have on stakeholders, and the public role the company fulfills, proper communication is essential. Subject to any overriding considerations of confidentiality, Lucky Core Industries endeavors to communicate with others in an open, factual and timely manner.

2.1.6 Compliance

The Board of Directors will not hold management accountable for any loss of business resulting from compliance with Lucky Core Industries' Business Principles, and will see to it that no employee suffers as a consequence of reporting a breach or suspected breach of these principles.

2.2 The environment

Lucky Core Industries protects the environment by preventing or minimizing the environmental impact of its activities and products through appropriate design, manufacturing, distribution and disposal practices. Lucky Core Industries expects all employees to play a role in protecting the environment. If an employee becomes aware of any violation of environmental law by the Company or any action that may appear to conceal such a violation, the employee should immediately report the matter to his or her manager or if required, to Lucky Core Industries' General Counsel via the Complaints Procedure. Lucky Core Industries seeks to extend its concern for health, safety and environment to its suppliers and customers through a product stewardship management system.

2.3 Community support

Lucky Core Industries supports activities in the communities in which its employees live and work. Lucky Core Industries and Lucky Core Foundation's community programs provide the means to support such programs provided employees are personally involved. Employees are therefore encouraged to actively participate and propose community development projects to the company for support.

03 BUSINESS INTEGRITY

3.1 Complying with laws

Lucky Core Industries' policy is to comply with all laws and regulations that apply to its business. When conducting Lucky Core Industries' business, employees may encounter a variety of legal issues, particularly in the areas described below. If there are questions on specific laws or regulations, contact the General Counsel.

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3.3 Free enterprise and fair competition

Lucky Core Industries supports the principles of free enterprise and fair competition. The company aims to meet customers' needs faster, better, and more distinctively than our competitors. To this end, Lucky Core Industries will compete vigorously but fairly, and within the framework of applicable competition laws. Lucky Core Industries insists on integrity and fairness in all aspects of its business operations. Bribery and any other forms of unethical business practice are prohibited.

Lucky Core Industries' employees are expected to avoid all situations in which their personal or financial interests may conflict with the Lucky Core Industries' interest. All business transactions shall be accurately and completely recorded in accordance with the company's accounting principles, and local laws and may be subject to audit.

3.3.1 Competition law compliance

Lucky Core Industries will compete for business. Lucky Core Industries expects its employees to compete lawfully and ethically as well. Lucky Core Industries operates a strict policy to ensure that its operations around the world are in full compliance with all applicable competition laws and the Lucky Core Industries competition law compliance policy.

3.3.2 Dealing with suppliers

Lucky Core Industries will endeavor to do business with business partners who endorse our ethical values and our social and environmental standards as formulated in our Business Principles. Lucky Core Industries regards the application of its Business Principles of prime importance in decisions to enter into or to continue relationships with suppliers and contractors.

3.3.3 Payments

Bribery

Bribery and any other forms of unethical business practice are prohibited. Under no circumstance shall any Lucky Core Industries officer, employee, agent or representative make, offer, promise or authorize any payment or gift, in relation to the company's operations:

- To gain any business advantage,
- To influence the policy of any government, or
- That could bear the appearance of impropriety.

Please understand that an offer alone, without actual payment, still violates Lucky Core Industries' policy and the law.

Commission payments

The rule prohibiting bribes of any form may not be circumvented by commission payments. Any commission payment should be justified by a clear and traceable service rendered to Lucky Core Industries. The remuneration of agents, distributors and commissioners cannot exceed normal business rates and practices. Government officials shall not be appointed by Lucky Core Industries as agents, distributors or commissioners.

Facilitation payments

Facilitation payments are small payments made in money or in kind (for example Lucky Core Industries products) to officials, in accordance with publicly-known or widely-followed local customs, to expedite performance of routine government actions (such as processing a required government license).

Lucky Core Industries promotes measures to eliminate such practices. More generally, all applicable laws and regulations should be complied with. For clarification as to whether a particular payment constitutes a facilitation payment, and whether the payment is legally allowed, please consult the General Counsel. In Pakistan, facilitation payments are strictly prohibited.

Recording of payments

All payments must be recorded in the appropriate ledgers in accordance with the Company's accounting principles and all applicable local laws.

Secret accounts and/or book keeping outside company accounts is strictly forbidden. No payments will be channeled through an agent unless they form part of normal agency fees or reimbursement for incurred costs. Apart from petty cash transactions, cash payments to third parties are not permitted; all payments should be made to a bank account designated in writing. Payments to so-called numbered accounts are not permitted. A request by a contract Partner to divert a payment to an entity or person onshore and offshore shall always be rejected. All payments will be subject to internal and external audit.

All financial transactions must be recorded in a timely and accurate manner. In addition, any information material to a transaction must be recorded. Lucky Core Industries' records should reflect transactions in conformity with accepted accounting standards and should be designed to prevent off-the-books transactions such as kickbacks and bribes. Accordingly, company employees must follow all applicable standards, principles and laws for accounting and financial reporting. No employee should establish an undisclosed or unrecorded account on behalf of the company for any purpose. In addition, false or artificial entries are not to be made in the books and records of Lucky Core Industries for any reason.

3.3.4 Money laundering

Lucky Core Industries will not enter into nor tolerate any arrangement which facilitates (or which appears to or is suspected to be used to facilitate) any acquisition, retention, use or control of any property or money intended to disguise the proceeds of crime.

3.3.5 Gifts

No personal gifts or favors of any material commercial value can be made to, or accepted from, a third party. A gift or favor of material value is defined as an object with such a value that it may influence a buying decision and/or may lead to a relation of dependency. In case of any doubt, a superior has to be consulted.

Corporate gifts, including gifts on social occasions may be acceptable. Any gift (given or received) with a value of more than Rs 10,000 must be reported to the General Manager Human Resources.

In every unit/department of the Company, there must be complete transparency between subordinates and superiors with respect to business gifts.

3.4 Fraud, deception or irregular conduct

Anyone who detects or suspects a case of fraud, deception or irregular conduct shall immediately inform the superior of the directly responsible manager. The mandatory action for this superior is to contact the Company's Internal Auditor to determine the action required.

- Fraud - the deliberate misappropriation, falsification, omission, or removal of data, money and/or goods whereby resources or assets are unlawfully diverted to or from the company. This is not intended to be an exhaustive definition and all offences constituting fraud under the laws will also be applicable.

- Deception or irregular conduct - the deliberate provision of incorrect, incomplete and/or unclear information, or the violation of the contract of employment, the corporate directives or other rules in ways not included under fraud, with the result that financial information and/or decision-making is improperly influenced or affected.

3.5 Confidential information

All information obtained at work should be considered confidential and not to be divulged, unless it is freely and publicly available. With this definition in mind, it is clear that Lucky Core Industries employees at all levels are regularly exposed to confidential information i.e. information about our business, our customers and the products we produce and sell.

3.6 Conflicts of interest

Lucky Core Industries' employees must act, at all times, in the Company's best interest and avoid putting themselves in a position where their personal interest conflicts with the Company's interest. Conflict of

interests can arise in many different ways but the following are some clear conflicts of interest that must be avoided:

- making personal gain (other than authorized salary and benefits) at the Company's expense,
- participating in or assisting activities, which compete with Lucky Core Industries,
- working for a customer or supplier of Lucky Core Industries, or
- holding any ownership interest, directly or indirectly, in a customer, supplier, distributor or competitor of Lucky Core Industries.

If at any time any employee finds himself/herself in a position, which involves or might look as if it involves a conflict of interest, he/she must immediately inform his/her manager.

04 COMPANY RESPONSIBILITIES

4.1 Open communication

Openness, integrity, and reliability foster open two-way communication between employee and superior on all aspects of the working environment. In principle, all employees are encouraged to discuss such matters with their immediate supervisor or when communication with the immediate supervisor is constrained, with the direct supervisor's manager.

Where the communication through the employee's hierarchical line may not be a viable option, any employee may use the company Complaints Procedure to highlight the issue to senior management.

4.2 Equal opportunities

We are committed to an attractive working environment for our employees. In this respect, it is our responsibility to recruit, hire and promote employees solely on the basis of suitability for the job, to stimulate their individual and professional development and to provide safe and healthy working conditions. It is also our responsibility to prohibit harassment of any kind and exploitation of child labor.

Our employees must be recruited, selected, and promoted on the basis of objective and non-discriminatory criteria, as per applicable law. No harassment or discrimination of any kind will be tolerated, such as discrimination based on race, color, sex or religion. In the case of disability or chronic illness, including HIV/AIDS, employees should be able to work for as long as medically fit in available, appropriate work, avoiding prejudice and discrimination in the process. Disability and chronic illness (including HIV/AIDS) is not a cause for termination of employment. In all circumstances, employees should be allowed to retain their employment in so far as they are able to fulfill the requirements of available and appropriate work.

Lucky Core Industries' managers are expected to possess the flexibility to act with due regard for existing differences in individual quality, personal ambition, national culture and organizational interest. They should feel challenged to manage such differences.

4.3 Healthy, safe and secure work environment

Lucky Core Industries will endeavor to provide safe, secure and healthy working conditions in order to prevent harm to and promote the health of all employees and other stakeholders. In order to do so, Health, Safety and Environment (HSE) programs, rules and regulations apply at all sites. It is the responsibility of each employee to comply with HSE regulations. Lucky Core Industries will do what is in its power to prevent any injuries at work, both for its employees and contractors.

Beyond this, the company seeks to adapt work to the capabilities of all employees in relation to their physical and mental health. Care and support should be integral to the response to employees with chronic disability or chronic illness. All employees should have access to affordable health services. In areas with a high prevalence of HIV/AIDS, access to locally available voluntary and anonymous counseling and

testing should be encouraged and supported.

4.3.1 Disclosure of medical information

Asking job applicants or employees to disclose personal medical information (e.g. pre-employment HIV testing) beyond the medical data required to ensure suitability for the job is not encouraged. Job applicants may be asked to disclose medical information as per company policy. All personal medical information is treated as confidential.

4.4 Right to organize

Lucky Core Industries recognizes the freedom of employees, in accordance with applicable law, to establish or join an organization of their choice (including trade unions) and will respect this right. Lucky Core Industries will not make the employment of a worker subject to the condition that he/she shall not join a union or shall relinquish trade union membership. Lucky Core Industries will not dismiss or otherwise prejudice a worker for the mere reason of trade union membership.

4.5 Collective bargaining

Lucky Core Industries respects, within the framework of applicable laws, regulations, prevailing labor relations and employment practices, the right to be represented by trade unions and other employee organizations. Lucky Core Industries will engage in the negotiation/consultation process, either on its own behalf or through employers' associations, whenever applicable. Local rights and co-determination will be fully respected with a view to reaching agreement on employment terms and conditions.

4.6 Participation in political life

Lucky Core Industries should not make any payments or donations in kind to political parties or their institutions, agencies or representatives. Lucky Core Industries will also not facilitate political donations by employee action committees.

4.7 Protection of personal data

Lucky Core Industries recognizes the importance of protecting personal data and has committed itself to a Privacy Code of Conduct. As an employee, you are encouraged to read the Privacy Code of Conduct. Lucky Core Industries shall only process personal data for specified purposes and in line with the provisions of the Privacy Code of Conduct. Personal data will include name, home address, performance appraisal data etc.

4.8 Performance and Management System

The P&DD system is Lucky Core Industries' performance appraisal program. It supports a common process, terminology, and tools, and focuses all employees and managers on an ongoing dialog on performance and development. The use of this program is part of our culture and a responsibility of all employees who have staff reporting to them.

05 EMPLOYEE RESPONSIBILITIES

5.1 Media relations and disclosures

To ensure a uniform level of information and to protect commercially sensitive information, financial details released to the media should never exceed the level of detail provided in Lucky Core Industries' quarterly and annual reports or official statements issued at the presentation of these figures.

As regards topics such as financial performance, acquisitions, divestments, joint ventures and major investments, no information should be released to the press without prior consultation with Corporate Communications and Public Affairs Department.

Contacts with media about (social, environmental, financial, etc) issues that may affect the image of the company should be brought to the attention of or discussed with Corporate Communications and Public Affairs Department beforehand to avoid conflicting messages on behalf of the company.

Employees should not make statements that might make third parties capable of “insider trading” on the stock market.

5.2 Inside information

Lucky Core Industries’ employees may become aware of information about Lucky Core Industries that has not been made public. The use of such non-public or “inside” information about Lucky Core Industries or another company other than in the normal performance of one’s work, profession or position is unethical and may also be a violation of law.

In most jurisdictions, it is unlawful for any person who has “material” non-public information about a company to trade the stock or other securities of such company, including options, puts, calls, and any derivatives, or to disclose such information to others who may trade. Violation of such laws may result in civil and criminal penalties and other sanctions.

Lucky Core Industries will not tolerate the improper use of inside information regardless of whether it is unlawful. Inside information may be share price sensitive. Share price sensitive information is information about a listed company’s results of operations or other affairs that would, if generally known, be expected to have an impact on such company’s share price.

This information is illustrated by, but not limited to, the following examples:

- Information on earnings
- Merger and acquisition deals
- New products with a potentially important corporate/financial impact
- Letters received from government agencies (such as the SECP) with a potential/ qualified impact
- Changes in control or management
- Changes in auditors or their opinion
- Events regarding securities (stock split, etc.)
- Bankruptcies
- Dispute resolution or litigation

Lucky Core Industries employees becoming aware of information which might be price sensitive with respect to Lucky Core Industries’ stock have to make sure that such information is treated strictly confidentially and not disclosed to any Lucky Core Industries colleagues or to third parties other than on a strict need-to know basis.

In the case of disclosure to third parties (e.g. advisors to Lucky Core Industries), disclosure is only permitted, other than under applicable law, provided that such third parties, by law or contract, are bound by appropriate non-disclosure and nonuse restrictions. In addition, potentially price sensitive information pertaining to Lucky Core Industries’ stock must be brought promptly to the attention of the CFO or Company Secretary, who will deliberate on the need for public disclosure. Only the Board of Directors will decide on such disclosure. In case of doubt, seek contact with the CFO or the Company Secretary.

For practical purposes, it is noted that the same obligations apply to the securities of a third party with respect to which Lucky Core Industries employees have inside information. Any violations or unintended deviations from this directive must be reported to the CFO or the Company Secretary.

5.3 Corporate identity

To ensure a consistent and effective corporate identity approach worldwide, the rules published in the Corporate Brand Guidelines should be strictly adhered to. Any deviations from the corporate identity rules must be submitted to the Lucky Core Industries’ Corporate Communications and Public Affairs Department for approval before being implemented.

5.4 Protecting Lucky Core Industries’ intellectual property

Lucky Core Industries has acquired and developed valuable intellectual property, including patents, trademarks, copyrighted works, and trade

secrets (e.g. confidential, technical or business information). Employees have a responsibility to protect these assets. Lucky Core Industries may choose to protect inventions or creative expressions through patents, trademark registrations or copyright. The transfer of patents, trademarks or copyrighted works is subject to approval by the Chief Legal Officer and Company Secretary and contractual safeguards.

Employees should only disclose confidential information on a need-to-know basis and take measures to avoid unauthorized disclosure, e.g. by securing access to confidential company records. Disclosing confidential information to third parties (other than disclosure required under the law i.e. to auditors, etc.) is subject to management approval and a non-disclosure agreement. Ideas or confidential information from third parties should not be received or used unless the appropriate safeguards are in place. General Counsel must be involved in any transfer or dispute related to intellectual property. In any event, no statement regarding the validity, scope, or enforceability of intellectual property rights should be made without the involvement of General Counsel.

5.5 Internet use / IT code of conduct

As a general rule, all IT related resources and facilities are provided only for internal use and/or business-related matters, not for personal use. IT facilities which have been provided to employees should never be used for personal gain or profit, should not be misused during work time, and remain the property of Lucky Core Industries. Disclosure or dissemination of confidential or proprietary information regarding Lucky Core Industries, its products, or its customers outside the official communication structures is strictly prohibited.

IT related resources and facilities should not be used in any way that is unethical or illegal, or that could embarrass, defame, misrepresent, or convey an unjust or unfavorable impression of Lucky Core Industries or its business affairs, employees, suppliers, customers, competitors, or stakeholders. Unauthorized access to information and information systems is prohibited; access must be authorized by the owners of the information and in line with the user’s job description.

Information systems can be secured by personal passwords and/or additional authentication means like hardware tokens; users must use these in a responsible way, keeping them personal and securing them against misuse. Any installation, change, removal, or personal use of software provided by Lucky Core Industries or available on Lucky Core Industries Information Systems must be authorized and managed by the Corporate IT Department.

In order to prevent theft, loss or unauthorized use of information and systems, a user has to take measures to ensure the physical security of hardware provided such as laptops, phones, tokens, USB sticks, etc. To protect the availability of company data, users have to secure relevant business information in a timely manner, by making back-ups or storing data on network drives. Information Security related incidents or violation of Information Security principles must be reported to the Head of IT or Information Security contact. Possible evidence should not be tampered with. Every employee of Lucky Core Industries is required to be familiar with and to comply with the Information Security rules and procedures. Lucky Core Industries reserves the right to review the activities performed by the user using company- provided IT facilities. In such cases, the Chief Executive will be asked for authorization and local law will be observed at all times.

5.6 Business travel

5.6.1 Safety while traveling

The safety of employees while on a business trip is of vital importance to Lucky Core Industries. The company publishes an updated list of those countries where travel may be hazardous for health or security reasons, and encourages the traveler and his/her supervisor to exercise good judgment when determining whether travel to a high-risk area is necessary.

5.6.2 Combining business trips with personal matters

It is not permitted to combine business trips with a vacation or to take along spouse, relative or friend without the prior written authorization from the Chief Operating Officer of the business or function.

5.6.3 Air travel

Domestic flights

Domestic flights are generally to be made in the lowest available class except as provided in the Lucky Core Industries rules.

International flights

Business class or equivalent is the highest class allowed. Exceptions to this rule require prior approval from the Chief Executive. For further details, please refer to the Lucky Core Industries rules.

5.6.4 Hotels

Lucky Core Industries has contracted a number of preferred hotel chains in major cities where Lucky Core Industries regularly conducts business. Travelers must generally use these preferred hotels when available as per Lucky Core Industries' rules.

5.6.5 Travel by own car

A private car can only be used for a business trip if the owner's car insurance is adequate. The maximum distance for a business trip with a private car is 500 km one way and the costs will not exceed the lowest possible airfare and /or high-speed train fare, depending on the destination. Moreover, personal safety has to be taken into account at all times.

5.6.6 Train

For travel by train, tickets can be booked first class.

5.6.7 Security

The company shall decide upon restrictions in business travel for all employees and/or measures to be taken to safeguard the safety of expatriates and their families in situations of political instability or other threats to public security (e.g. acts of terrorism).

The Security Manager shall communicate such restrictions and/or measures to business managers, functional managers and corporate staff. These managers shall be responsible for further information in their organizations and for the implementation of measures.

5.7 Substance abuse

Substance abuse can have devastating consequences in general at any work place and especially, at a production site. Therefore, the use of any illegal drugs on Lucky Core Industries' premises is strictly forbidden. Illegal drugs include all drugs except prescribed and over-the-counter drugs that have been legally obtained and used only for the purpose for which they were intended.

Employees who violate this policy may be subject to disciplinary action.

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