

## CODE OF CONDUCT

United Brands Limited being engaged in the distribution business:

- Committed to provide services to its customers whilst maintaining, at all times, quality of product and services.
- Further committed to comply with all applicable Regulatory and Customers' requirements, thereby ensuring achievement of customers' continuous satisfaction.
- An equal opportunity employer which does not differentiate between its employees on the basis of cast, creed, sex or religious affiliations.
- Always willing, through a liberal training policy, to educate, train and groom its employees to enhance their professionalism, commitment and personal growth leading to achievement of greater goals.
- Is ranked amongst the good paymasters and compensates employees to the best of its ability keeping in mind its resources, prevailing market trends and practices.

Committed to the well-being of its employees by adopting generous welfare policies and practices.

In return United Brands Limited expects from its employees that:

- As representatives of the Company they must at all times behave with decorum, befitting and reflecting the image of the Company.
- They must consistently be conversant with all Company Rules, Policies and Practices in order to adhere strictly to the same.
- They must devote their time, attention, abilities and energy exclusively for the performance of their duties and must not engage themselves in any other occupation, business or employment whatsoever without prior written consent of the Company.
- They must not, during the period of their service with the Company, or thereafter, disclose, divulge or communicate to any other person(s) any information pertaining to the trade or business of the Company or to the methods, processes, equipment, machinery or plant used by them or by any of their colleagues during the course of their employment with the Company.

- They must protect the physical and intellectual property rights of the Company whether or not subject to patent or copyright laws.
- They must protect all notes, records, reports, sketches, plans, methods, devices and other published or unpublished documents of the Company and promptly hand over all these to the Company upon leaving, for whatever reason, the employment of the Company. They must not also remove any or all of the said notes, records, reproductions thereof and / or apparatus from the premises of the Company without appropriate authorization.