SUMMARY OF CODE OF CONDUCT

Objectives:

The objective of the Code is to help the Directors and Employees in defining ethical standards and conduct at work.

Core Areas of Conducts:

1. To avoid involving in situations where there is conflicts of interest within the Group and must not use positions or knowledge gained directly or indirectly in the course of duties or employment for private or personal advantage.
2. To safeguard any confidential information and are prohibited to communicate or disclose to other person, unless the disclosure is duly authorised or legally mandated.
3. Prohibition of any insider information and securities trading for personal benefit.
4. Protection of assets and funds to ensure availability for legitimate business purpose.
5. All business records should conform to acceptable and applicable accounting principles and to all applicable laws and regulations.
6. To understand and comply with the laws, rules and regulations of the government, commissions and exchanges which are applicable to their positions and/or work.
7. Non acceptance of gifts or any pecuniary benefit, favours, lavish entertainment, commission, emolument or services, in cash or kind, that will appear to influence the objective and fair business decisions.
8. To ensure a safe and healthy working environment and a working environment free from any form of sexual harassment.
9. Do not engage in an outside interest that will undermine the performance of the Group and involved in any activity that is deemed by the Group to be an act of misconduct.
10. To treat fair and courteous behaviour among each other without regard to race, creed, religion, gender, nationality, age or disability.