

CODE OF CONDUCT

Employees

- No one should ask any employee to break the law, or go against J. A. Textile Mills Limited policies and values.
- Our behavior with all employees is equal and fair.
- We do not tolerate any form of harassment.
- Information and necessary facilities are provided to perform jobs in a safe manner.
- Employees must not use, bring, or transfer illegal drugs or weapons within the boundary J. A. Textile Mills Limited.
- Employees should report suspicious people and activities.

Business Partners

- Avoid conflicts of interest and identify situations where they may occur.
- Do not accept or give gifts, favors, or entertainment if it will appear to obligate the person who receives it.
- Due respect to our competitors and do not use unfair business practices to hurt them.
- Do not have formal or informal discussions with our competitors on prices, markets products, or production or inventory levels.
- Manufacture and produce products according to contract specifications.
- Make our products and services in an honest and fair manner.
- Do not compromise our values to make a profit.

Business Resources

- Nobody is allowed to use company's internal information for personal use or for benefit to the individuals.
- Do not use the company's resources for personal Gains or non-business purposes.
- Nobody is allowed to misuse the company's Electronic information.
- Every employee is bound to protect confidential and proprietary information.
- Do not make false or misleading entries in the company's books.

Government

- The company will pay all taxes that are owed and due, fully and in a timely manner.
- The company abides by all federal, provincial and local regulations, including voluntary codes and guidelines, in both spirit and letter. The company has also obtained all licenses required to do business. The company seeks to build and manage a sound relationship with governmental authorities on an arm's length basis. To the extent possible, all transactions engaged in by the company with government agencies and officials, or in dealings with any company owned or controlled by a government agency or official, shall be transparent.
- The company will never make political contributions whether in cash or in kind.

Communities

- Follow all laws, regulations and J. A. Textile Mills Limited policies that apply to your work.
- Do not entice or give money or anything of value to government officials to influence their decisions.
- We measure and assess our performance, and are open and clear in our environment communications.

The principles and provisions in this Code of Conduct have been integrated into the company's system of internal control. Rigorous and objective processes to measure performance, identify gaps and implement measures to address ethical gaps are regularly reviewed and modified.

Willful or careless breach or neglect of this Code of Conduct will be treated as a serious disciplinary matter and may lead to the termination of employment.

The board's audit committee periodically reviews and updates compliance with these principles and formulates proposals for the board's approval.