



# CODE OF CONDUCT

CREATING A BETTER TOMORROW



January 2025

This Code of Conduct will be reviewed every three years unless necessitated by significant changes in legislation, organizational needs, or emerging best practices.





Packages Group



## Foreword

Packages Group has built a reputation for conducting its business with integrity, in accordance with the highest standards of ethical behavior and in compliance with the laws and regulations that govern our operations. This reputation is among our most valuable assets and ultimately depends upon the individual actions of each of our employees.

Packages Group's Code of Conduct has been prepared to assist each of us in our efforts to not only maintain but also enhance this reputation. It provides guidance for business conduct in several areas and refers to more detailed corporate policies for further direction.

The adherence of all employees to the highest standards of integrity and ethical behavior is mandatory and benefits all stakeholders, which include customers, communities, shareholders and ourselves.

All Group Companies ensure compliance with the Code of Conduct by providing appropriate information, preventive measures, and control tools and ensuring transparency in all transactions and behaviors by taking corrective measures, if and as required.

The Packages Code of Conduct applies to all Packages Group companies, employees, business partners, suppliers, vendors, financial advisers, agents, affiliates, and others who act for us within all sectors, regions, areas, and functions. As per the regulatory guidelines, there is a separate document outlining the Code of Conduct for external directors of the Group.

## Our Values

### CARE

Fairness and consideration are integral to our culture.

### RESPECT

We treat people with respect and dignity.

### LEAD

We aspire to lead in everything that we do.

### HONESTY

Truthfulness, integrity and trust form the backbone of all our activities.

### COURAGE

We stand up for what we believe in.







Fairness and  
consideration are  
integral to our  
culture.

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CARÉ



## CARE

Fairness and consideration are integral to our culture.

- We provide care through empathy, fairness, trust, and openness.
- We care for the communities in which we exist; we are conscious of the impact of our activities on our environment.
- We strive to improve our lives and the lives of others; we care for and grow people.
- We care for all our customers; we succeed when our customer succeeds!

### Health and Safety:

The health and safety of our employees is paramount. We are committed to maintaining a safe and healthy workplace by adhering to stringent safety standards, providing necessary training, and promoting a safety culture.

We are dedicated to promoting a safe and healthy environment both within the company and in the communities where we operate. This includes adhering to environmental regulations and supporting sustainable practices.

### Environment, Sustainability and Governance:

We conduct our business with integrity, ensuring that our operations are sustainable and contribute positively to society and the environment. We are committed to fair trade practices, ethical sourcing, and minimizing our environmental impact. We encourage Environmental, Social, and Governance (ESG) practices as a fundamental part of our business approach. This includes developing and implementing policies that address key sustainability issues, engaging with stakeholders, and continuously improving our practices to meet our organizational goals and societal expectations. The Packages Group Sustainability Policy reflects this commitment.



### Diversity and Inclusion:

We celebrate diversity and are committed to building an inclusive workplace where all individuals feel valued and respected. We believe diversity drives innovation and enhances our ability to serve our global customers.

### Human Rights:

We are committed to respecting and promoting human rights in all aspects of our business. This includes the prohibition of child labor and forced labor, promotion of diversity, including gender equality and women's rights, and respect for people's right to access and use their natural resources and the right to health. We ensure our operations do not infringe on the rights of individuals and communities. We actively contribute to the protection of these rights.

### Third-Party/ Supplier Engagement:

We are committed to fair and responsible sourcing practices. Our relationships with suppliers and business partners are based on mutual respect, and we select suppliers based on objective criteria, including quality, reliability, and adherence to ethical practices.

- We expect our suppliers to share our commitment to ethical conduct.
- We communicate clearly with our suppliers/third parties.
- We listen to all our suppliers/third parties and seek to engage with them constructively.

There is a separate Code of Conduct for our suppliers to ensure adherence to our values and commitments.



We treat people  
with respect  
and dignity.

CODE OF CONDUCT



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**RESPECT**

## RESPECT

We treat people with respect and dignity.

### Equal Opportunity Employer:

Packages Group recognizes the value of striving for an equal opportunity, equal treatment, and a dynamic environment where diversity is valued as a source of enrichment and opportunity. All phases of the employment relationship – including recruitment, hiring, training, promotion, compensation, benefits, transfers, layoffs, and leaves of absence will be carried out by all managers without regard to race, color, religion, gender, age, ethnicity, national origin, or disability.

### Abuse of Alcohol or Drugs and Gambling:

All employees shall personally contribute to promoting and maintaining a climate of common respect in the workplace. Particular attention should be paid to respecting the feelings of others.

No employee in the Packages Group shall work under the effect of alcohol or drugs, or substances with similar effects.

It is strictly prohibited to:

- Hold, consume, offer, or give alcohol or drugs for any reason at work or in the workplace.
- Smoke in areas where smoking is not allowed.
- Engage in gambling or betting within the workplace.

### Workplace Harassment:

We believe that it is the right of every employee at Packages Group to work in a dignified environment. To achieve this and to promote a harmonized work culture, we will provide equal opportunities for development and growth regardless of gender, race, color, creed, or religion.

'Harassment' means any unwelcome sexual advance, request for sexual favors or other verbal or written



communication or physical conduct of a sexual nature, or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or an attempt to punish the complainant for refusal to comply with such a request or when such behavior is made a condition for employment. Its scope covers both male and female employees.

There are three significant manifestations of harassment in the work environment:

#### a) Abuse of authority:

A demand by a person in authority, such as a supervisor, for sexual favors in order for the complainant to keep or obtain certain job benefits, whether it is a wage increase, a promotion, a training opportunity, a transfer, or the job itself.

#### b) Creating a hostile environment:

Any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature, interferes with an individual's work performance or creates an intimidating, hostile, abusive, or offensive work environment. The typical "hostile environment" claim generally requires a finding of a pattern of offensive conduct; however, in cases where the harassment is particularly severe, such as in cases involving physical contact, a single offensive incident will constitute a violation.

#### c) Retaliation:

The refusal to grant a sexual favor can result in retaliation, which may include limiting the employee's options for future promotions or training, distorting the evaluation reports, generating gossip against the employee, or other ways of limiting access to their rights. Such behavior is also a part of the harassment.



**Process of Filing a Complaint:**

1. The employee (the victim) shall raise a complaint in accordance with the Anti-Harassment Policy of the respective group company. The complainant may wish to discuss the case with the immediate supervisor for guidance in this regard.

2. The Chief Anti-Harassment Officer (CAHO), usually the HR Head of the respective company, will study the complaint in detail and determine if the complaint comes under the purview of the Anti-Harassment Policy. If the complaint is outside the purview of the Anti-Harassment Policy, the complainant would be informed accordingly by giving reason(s). In case the complaint is found to be under the purview of the Anti-Harassment Policy, the CAHO will then forward the complaint to the Special Inquiry Committee established for this purpose. During this course, the CAHO may contact the complainant by phone or may require the complainant to meet in person to clarify the complaint details.

3. To prevent misuse of this policy, the basic requirement for the implementation of its clauses and formal undertaking of an inquiry, the following two prerequisites must be met:

- Allegations must be supported by at least one witness, or if no witness is available, by written, recorded, pictorial, or circumstantial evidence.
- The complainant shall declare and disclose their full name and correct identity at the time of filing the complaint, which will be kept confidential at all times.
- Anonymous or conditional complaints will not be processed.
- All complaints shall be reported and investigated in accordance with this policy and any other applicable laws and regulations on Harassment.
- Furthermore, harassment can occur in a variety of circumstances, such as:
  - Advances, propositions, suggestions, or pressure for social activities outside of work, where it has been made clear that these are unwelcome.
  - Conduct which is discriminatory, intimidating, physically or verbally abusive, including the display of explicit material, humour or comments of a sexual or racial nature or related to a person's abilities or disabilities, whether directed specifically at any particular individual or not.
  - Spreading malicious rumours or insulting someone by word or behaviour on the grounds of age, race, gender, or disability.
  - Unfair treatment or misuse of power and position.
  - Making threats or comments about job security without a foundation.

For further details, please refer to the anti-harassment policy.

**Email, Computers, and Network Security:**

- Protection of the Company's assets and proprietary information.
- All employees must follow the Group's policy to limit internet use to official business purposes during work hours.
- All employees using the Company's Internet connection and e-mail accounts are acting as representatives of Packages and must conduct themselves professionally to avoid damaging the Company's reputation.

The introduction of viruses or malicious tampering with any computer system is expressly prohibited.

No employee shall visit illegal or unethical sites or distribute illegal or unethical material. Obscene, derogatory, or racially intolerant websites and material are also forbidden.

Activities that compromise network security are strictly forbidden. The disclosure of system IDs, passwords, or information that could compromise or breach our network security is not allowed. Employees shall not place Company material, such as copyrighted software or internal correspondence, on any publicly accessible Internet computer without proper permission.

The Company reserves the right to inspect the computer system of any employee of Packages Group for violations of this policy.

Packages Group's physical and intangible assets, as well as its proprietary information, are the key to the Packages Group's success. They should be used only to achieve business goals and should be protected to preserve their value. Any use of the Group Company's assets or proprietary information by any employee in other business or personal activities is forbidden. All Group Company assets and proprietary information must be returned to the Group Company on cessation of employment.

Employees may have access to significant proprietary or confidential information (in written, electronic, or other formats as part of their jobs). It should not be disclosed to anyone outside Packages Group without the express permission of their supervisor.

It is the duty of every employee to protect, use, and operate all the corporate assets (all movable and immovable assets) with the utmost care, due diligence, and honesty. If any employee observes misuse or mishandling of corporate assets by other employees/individuals, the matter should be immediately reported to the management of the respective Group Company.

All Group employees are responsible for the security and proper use of the Company's physical and intangible assets under their control and of third-party assets in their care.

We aspire to lead  
in everything that  
we do.

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LEAD



# LEAD

Public Activities and Relationships with Stakeholders: Agreements with all our stakeholders working with any of Packages Group company in any capacity including business partners, suppliers, vendors, financial advisers, agents or consultants shall clearly specify the services to be performed for the Company, the amount to be paid, and all other relevant terms and conditions. All payments and transactions shall be supported by documents.

### Code of Conduct Compliance:

Packages Group will enforce this Code of Conduct by investigating any reports of misconduct or rules being broken. Where infringements are established, actions will be taken to prevent this from happening again. This process will be full and fair for everyone involved. We will ensure confidentiality for anyone reporting violations. Those reporting potential wrongdoings in good faith will not be fired, suspended or discriminated against. No action will be taken against anyone accused of wrongdoing until the matter has been duly investigated.

If it is established that the Code of Conduct has been broken, Packages Group may take disciplinary action and or, in serious cases, terminate employment.

### Code of Conduct for Partners:

We also require all agents, consultants, vendors, and business partners who are working on behalf of Packages Group to comply with these same laws and practices that define our conduct and how we do business (including Packages Group Supplier Sustainability Requirements).



### How to Report:

If you have any questions about issues related to this Code of Conduct, you may wish to contact your supervisor first or send your questions to the Head of Internal Audit of your company. Packages Group is recognized for its strong cultural and ethical values. Likewise, it expects all its employees to demonstrate exemplary conduct in all professional interactions. Compromising on ethics undermines trust and leads to long-term failure.

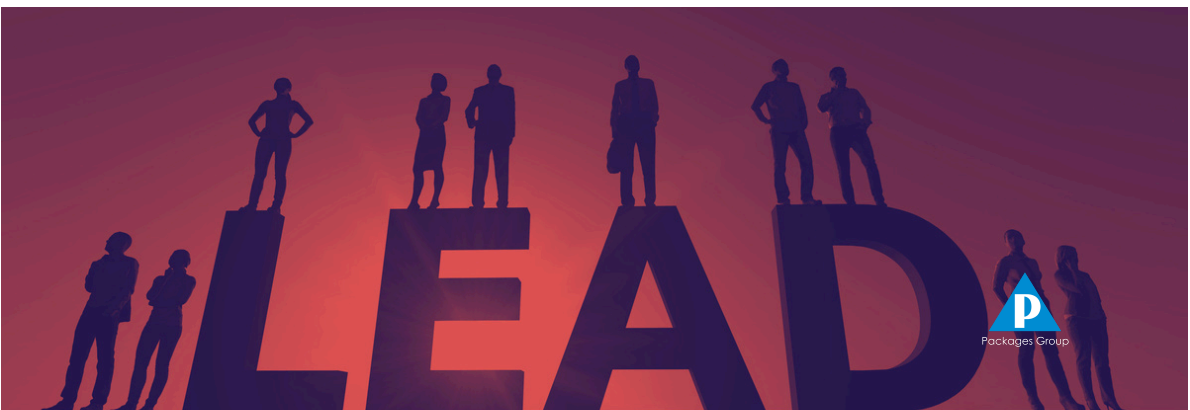
### Ask Before You Act:

It's important that you fully understand the Code of Conduct and what it means for you. You must take responsibility for learning the rules and ensuring that they are followed everywhere you work.

If you need more information or advice on the Code of Conduct, don't hesitate to get in touch with someone who can help you. Such people include your supervisor, Head of Internal Audit, or Head of HR of the respective Group Company.

This Code of Conduct is a summary of the key ethical policies, principles, and guidelines relating to Packages Group operations. The company's official policies and guidelines are available on the intranet portal of the respective companies.

**Note:** Certain jobs within Packages Group are covered by further specific policies and guidelines that need to be understood in addition to the rules set out in this Code of Conduct.



Truthfulness,  
integrity and trust  
form the backbone  
of all our activities.

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**HONESTY**



# Honesty

## Responsible Business:

- We comply with all applicable local, national and international laws, regulations and voluntary commitments wherever we do business.
- We conduct business transactions that serve the best interests of Packages Group and the community.
- We have zero tolerance for corrupt activities of any kind, either in our own operations or when we work with partners.
- We support free and fair competition by never becoming involved in price-fixing, market sharing or other anti-competitive practices.
- We protect the Company's valuable property and safeguard confidential information.
- We clearly communicate with our stakeholders.
- We listen to all our stakeholders and seek to engage with them constructively.

## Ethics, Transparency, Fairness, and Professionalism:

In conducting business, Packages Group is inspired by and complies with the principles of loyalty, fairness, transparency, and efficiency.

Any action, transaction, and negotiation performed, and generally, the conduct of all employees in the performance of their duties, is inspired by the highest principles of fairness, completeness, and transparency of information, clarity and truthfulness of all accounting documents, in compliance with applicable laws in force and internal regulations.

Bribes, illegitimate favors, and requests for personal gain, whether for oneself or others, either directly or through third parties, are prohibited without any exception.

It is prohibited to pay or offer, directly or indirectly, money and material benefits and other advantages of any kind to third parties, whether representatives of governments, public officers or private employees, to influence or reward actions taken in their official capacity.



## Conflict of Interest:

Packages Group expects all employees to be free from actual or potential conflicts of interest.

A conflict of interest occurs whenever the prospect of direct or indirect personal gain may influence or appear to influence an employee's judgment or actions while conducting the business in which the employee has a prime responsibility towards the Company and is expected to avoid activities or transactions that clash directly with the interest of the Company. Such situations can arise in a number of ways.

Some of the specifically forbidden situations are outlined below. This list is, however, neither exhaustive nor all-inclusive. In case of doubt, management advice should be sought. For further information, please refer to the Conflict of Interest Policy.

- Any employee or their family member in a position to exert influence, having an interest in any organization supplying goods or services to the Company.
- Any employee conducting personal business activities on the Company premises or using Company facilities for such purposes.
- Gaining personally from, performing any work for, or serving as a consultant, advisor, employee, or director of any competitor, supplier, or customer.

Any employee serving as an officer or Chief Executive Officer (CEO) of any other company, or in any management capacity for, or as a consultant to, any individual, firm, or company seeking to do business with any Group Company or its affiliate, except with the knowledge and prior consent of top management of the Group Company.

For the purpose of this Code, family includes spouse, parents, children, grandparents, grandchildren, cousins, aunt/uncle, niece/nephew, domestic partner, siblings, step/half family relations, in-laws, or a person living in one house or any other person with such a close bond as to suggest a conflict in the employment. For further details, please refer to the Family Relations Policy.

- Using Group equipment, assets, or time to engage in non-Group activities, unless expressly authorized in writing by the CEO of your Group Company.
- Engaging in any financial transaction with, or possessing or controlling any financial interest in, any competitor, customer, or supplier whose securities are publicly traded on a stock exchange.
- Family members can work in the Packages Group, provided they are not working in the same unit or in any capacity where one position might be able to influence the other. If the employee's family member has applied for a position at Packages Group, then the employee will not be allowed to participate in the selection or recruitment of that position.
- In case a family relationship develops within the organization or within a Group company after employment, the employee will be required to inform Human Resources (HR) in writing immediately.
- Accepting compensation or anything of material value (equivalent to Rs. 10,000 or above) from third parties that have or propose to have a business relationship with any Group.

#### Reporting Conflicts:

Any actual or potential conflict of interest has to be reported in writing to HR.

- Any employee or their family member in a position to exert influence, having an interest in any organization supplying goods or services to the Company.
- Any employee conducting personal business activities on the Company premises or using Company facilities for such purposes.
- Gaining personally from, performing any work for, or serving as a consultant, advisor, employee, or director of any competitor, supplier, or customer.
- Any employee serving as an officer or Chief Executive Officer (CEO) of any other company, or in any management capacity for, or as a consultant to, any individual, firm, or company seeking to do business with any Group Company or its affiliate, except with the knowledge and prior consent of top management of the Group Company.



#### Confidentiality:

Employees shall not keep or make copies of correspondence, documents, records, or lists of clients or customers without prior approval of the Head of Department.

An employee shall not disclose or reveal any information on behalf of the Company to print or electronic media, or any other information medium, unless they are authorized to do so.

All copies of correspondence, documents, records, and lists of clients or customers shall be surrendered to the Company when an individual leaves the Company's employment or is no longer affiliated or connected with the Company.

Company information and records should be kept within the Company premises and on approved Company devices, e.g., laptops.

Unpublished information may be disclosed to external organizations or individuals only on a "need-to-know" basis, upon explicit management approval.

#### Corruption:

We show zero tolerance for any kind of corrupt activities. Taking or giving bribes is strictly prohibited in our Group Companies. We comply vigorously with the relevant anti-bribery laws.

It is also our policy to require all our stakeholders working for, or representing, any of the Packages Group Companies in any capacity — including business partners, suppliers, vendors, consultants, financial advisers, and agents — to comply with these laws and practices.

Non-compliance with anti-bribery legislation can have serious legal consequences for Packages Group and the individuals involved. It is also important to remember that offering or accepting gifts, hospitality, or expense payments is prohibited if they are of unreasonably high value — more than Rs. 10,000 (this amount to be reviewed every year) — or could inappropriately affect business transactions.

#### Allowed:

- Gifts or hospitality must never consist of cash or cash equivalents. Gifts or hospitality should not be extravagant or excessively valuable. The maximum value should not exceed Rs. 10,000.
- Gifts or hospitality should not be offered in ways that make recipients feel that the giver expects something in return.
- Gifts or hospitality should be given and accepted openly in front of others, to make it clear that there is nothing to hide.
- Packages Group always pays the travel and accommodation expenses of the Company's own personnel.
- Normal business courtesies such as paying for a meal or sharing a taxi may be considered as reasonable hospitality.
- Any gift or hospitality that is of greater value and can potentially impact the business dealings should be immediately reported to the supervisor and surrendered to HR for appropriate action.

**Professional Relationships:**

Every employee of Packages Group needs to maintain a professional relationship with suppliers, customers, and other stakeholders. They need to ensure that Packages Group inculcates the value of professionalism in all its subsidiaries and among its employees. All employees working in the Packages Group and dealing directly with suppliers and customers need to make sure that professional relationships come before any personal interest of the employee. Being in business, everyone has to ensure their professional commitment and uphold the reputation of the Group.

**Anti-Fraud Policy:**

Fraud is defined as an intentional false representation or concealment of a material fact for the purpose of securing an unfair or unlawful gain. Fraud that may involve any of the following matters must be reported. This list is only for reference purposes and should not be considered exhaustive:

- Misrepresentation of facts;
- Misappropriation, theft, or misuse of the Company's assets such as money, equipment, or supplies;
- Unlawfully obtained revenue and/or assets;
- Falsification of revenue, costs, and expenses;
- Making a profit as a result of insider knowledge of the Company's activities;
- Bribery or corruption;
- Disclosing confidential and proprietary information to outside parties;
- Forgery or alteration of documents;
- Paying excessive prices or fees to third parties with the aim of personal gain;
- Accepting or offering kickbacks or gifts intended to, or which may appear to, influence business judgment.

Fraud in all its forms is wrong and is unacceptable to the Group. All stakeholders must carry out their activities/business in such a way that it prevents fraud from occurring.

**Confidentiality and Non-Retaliation:**

All reported instances of fraud, including the identity of those providing information, will be kept confidential in order to conduct an appropriate, fair, and thorough investigation. Necessary protection will be provided to the informant. No retaliatory action against any individual for reporting in good faith under this policy will be tolerated. However, false reports will be subject to disciplinary action.

**Blacklisting:**

Any vendor, service provider, customer, contractor, agency, distributor, etc. will be blacklisted if convicted of fraud under this policy. Details of such blacklisted parties will be shared with all Group Companies to curtail business relations with them and avoid potential financial or reputational loss.

**Responsibility for Prevention and Detection:**

All employees are responsible for the prevention and detection of fraud, misappropriation, and other irregularities. All employees are required to be familiar with the types of fraud that might occur in their respective areas, be alert for any indication of fraud or improper activities, and maintain controls to avoid such occurrences. In case of knowledge, suspicion, or detection of any such activity by any person, the information must be promptly reported for thorough investigation and prevention. It can also be reported through a whistleblowing platform. Disciplinary action will be taken against any person found guilty as per Company policy.

**Dealings in Securities/Shares and Insider Trading:**

Packages Group employees shall not trade or pass on inside information at any time to any other person, inside or outside Packages Group. Inside information refers to information about Packages Group, its business, or other companies with which Packages Group is doing business or negotiating, that is not generally known to the public, but would likely, if known generally, affect the price of a company's shares or influence a person's investment decisions.

A Packages Group employee or his/her family (spouse, parents, grandparents, sons, and daughters) must not deal in shares of a listed company in which they work and its listed Group Companies in the following circumstances:

- During the closed period, or
- If he/she is in possession of inside information about the Company, or
- Deal in shares for short-term gains (less than six months).

If any executive or his/her relatives mentioned above purchase or sell shares of a listed company in which they work, the concerned executive must immediately inform the Company Secretary, in the prescribed format, about the quantity and price of the shares purchased/sold. The Company Secretary shall pass on this information to the stock exchange and the Securities and Exchange Commission of Pakistan (SECP) in the prescribed format.

The concerned executive will also need to report electronically to SECP, in the prescribed format, the purchase or sale of shares using his or her own password/PIN within seven days of the date of the transaction.

Packages Group employees should not pass on inside information at any time to any other person or encourage another person to deal in shares of its listed Group Companies on the basis of such information, even if the employee does not gain directly from the arrangement.



Packages Group employees should be aware of and comply with any local laws and regulations governing share dealings.

Some employees, because of their roles and responsibilities, will be in regular possession of inside information or may have access to such information at particular times of the year. These individuals are referred to as Employee Insiders.

The employee will be notified in writing by the Company Secretary if he/she falls in this category and, as such, may not deal in stock until written confirmation is obtained that he/she may proceed, or has been removed from the Insider List.

The Company Secretary may be contacted for advice in this area.

### **Workplace Relationships (Internal)**

Packages Group is committed to maintaining a professional, respectful, and inclusive work environment. To preserve objectivity, avoid potential conflicts of interest, and ensure fairness, all employees are expected to keep their workplace interactions strictly professional and platonic.

Any form of romantic, intimate, or non-platonic relationships between employees that may create favoritism, perceived bias, or conflict of interest are not acceptable within the workplace. Employees are required to disclose any such relationship, if it develops, to Human Resources (HR) immediately.

The intent of this policy is to ensure that professional judgment, decision-making, and workplace conduct remain impartial and in the best interest of the Group.



We stand up  
for what we  
believe in.

CODE OF CONDUCT



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**COURAGE**



# Courage

## Complaint Reporting and Investigation Procedure:

Note: Complainants have the right to raise complaints anonymously, but they are encouraged to include contact information, which would be useful during the investigation. However, anonymous complaints are discouraged and may not attract any action unless sufficient evidence is provided to proceed further.

Confidentiality and protection of the complainant's identity will be ensured. The Internal Audit Department may involve or consult relevant departments for the investigation of the complaint.

Complaints regarding harassment or employee grievances will be referred to HR for handling in accordance with the Anti-Harassment Policy and Grievance Policy.

Any employee, contractor, or stakeholder who believes that he/she has been a victim of discrimination or harassment, or becomes aware of any activity that is not in the best interests of the Company or breaches the Code of Conduct or law, should immediately report the issue.

Confidentiality of all complaints will be ensured, and appropriate remedial action will be taken after thorough verification/investigation of the underlying facts and details.

All personnel reporting must ensure confidentiality of the information and must not share or spread any unsubstantiated or false claims. Spreading false claims could result in disciplinary action against such personnel.

Whistleblowing complaints can be raised through the communication channels mentioned in the respective Whistleblowing Policy, or by directly approaching the Head of Internal Audit of the respective company, or by sending an email to the respective company's whistleblowing email address.

For further information, refer to the Whistleblowing Policy.

## Whistleblow:

Packages Group is committed to the highest standards of ethical, moral, and legal business conduct. In line with this commitment and the Company's dedication to open communication, this policy aims to provide an avenue for employees to raise concerns with reassurance that they will be protected from reprisals or victimization for whistleblowing.

The types of issues which can be reported under this policy include, but are not limited to:

- Breach of the Code of Conduct;
- Corruption and bribery;
- Harassment;
- Misappropriation of financial data/reports;
- Fraud / forgery / financial malpractices;
- Deliberate falsification of Company records;
- Misuse of the Company's assets;
- Violation of applicable laws and regulations;
- Actions raising safety, security, and environmental concerns;
- Damage to the Company's reputation or business; and
- Disrespect and/or discrimination of employees on the basis of race, color, gender, ethnicity, age, nationality, ancestry, religion, physical/mental disability, or marital status.



# EXHIBIT

Name \_\_\_\_\_

Company \_\_\_\_\_

Emp. ID. \_\_\_\_\_

Department \_\_\_\_\_

Designation \_\_\_\_\_

Joining Date \_\_\_\_\_

Certification Statement:

I do hereby certify that I have read and understood the contents of the Code of Conduct of Packages Group, and I will ensure that I comply with its clauses. If I fail to do so, the Company may take disciplinary action against me.

Additionally, if I become aware of anyone engaging in activities that may put the Company's reputation at risk, I will report the matter immediately to my Line Manager, the Head of Internal Audit, or through the official whistleblowing channel.

Signature of Employee

Date of Signing



Packages Group

CREATING A  
**BETTER TOMORROW**







Packages Group



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