

## Social Compliance Policy

At Al-Abid Silk Mills Limited, we are committed to:

1. a standard of excellence in every aspect of our business;
2. ethical and responsible conduct in all of our operations;
3. respect for the rights of all individuals; and
4. respect for the environment;

We also expect these same commitments to be shared by all suppliers of Al-Abid. Al-Abid believes in social compliance standards and has developed codes of conduct to specify the fair and safe conditions under which products are to be manufactured.

**No Child Labor:** The Company does not engage in or supports the use of child labor.

**No Forced Labor:** The Company does not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise.

**Health & Safety:** The Company provides employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring prevention of accidents and injury, health & safety training, clean and sanitary support facilities and access to potable water.

**Association:** The Company respects the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner, without penalty or interference.

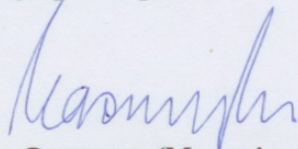
**Nondiscrimination:** The Company does not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, disability, union membership or political affiliation.

**No Coercion & Harassment:** The Company does not engage in or supports the use of corporal punishment, mental or physical coercion and verbal abuse.

**Working Hours:** The Company complies with applicable laws and industry standards on working hours including leaves, holidays, overtime, etc.

**Compensation:** The Company complies with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, provide legally mandated benefits.

The top-management at Al-Abid is committed to comply with this code of conduct and ensuring that this social compliance policy and its objectives will be made available to any interested party upon request.



**NASEEM A. SATTAR** (Managing Director)

2001