

Summary of Code of Conduct

The Board has adopted a Code of Conduct which outlines the Company and its subsidiaries (**Group**) commitment to conducting itself with honesty, fairness and integrity and to observing the rule and spirit of the legal and regulatory environment in which the Group operates, and requires Directors, officers and employees to deal with the Group's customers, suppliers, contractors, shareholders, competitors and each other accordingly. The Code prohibits Directors officers and employees from involving themselves in situations where there is an actual or potential conflict of interest. The Code also addresses the Group's policy on financial and other inducements. Directors, officers and employees must not disclose the Group's confidential or proprietary information. Directors, officers and employees must protect the assets of the Group to ensure availability for legitimate business purposes. The Group acknowledges its responsibility to shareholders, the community, and the individual. The Group is committed to equal employment opportunity; a safe work place and maintenance of proper occupational health and safety practices commensurate with the nature of the Group's business and activities; and a workplace free from any kind of discrimination, harassment or intimidation of employees.