



H.Z.M. Marmi e Pietre (Smc - Pvt) Ltd.

Our Code of
Business - Conduct
and Ethics

2024

Table of Contents

S
T
I
L
E
S
C
R
I
P
T

01.

Overview

02.

H.Z.M. General Conduct

03.

Compliance with laws and regulations

04.

Business conduct and ethics with the communities

05.

Business conduct and ethics with our employees

06.

Business conduct and ethics with our shareholders

OVERVIEW

This Code of Business Conduct and Ethics serves as a compass guiding all individuals and entities associated with H.Z.M. Corp. to uphold the core values that define our organization.

This includes not only the directors, officers, employees, and agents of H.Z.M. Corp., but also extends to those of our subsidiaries, controlled joint ventures, and other valued long-term business partners.

By adhering to the principles outlined in this code, we are committed to not only meeting legal requirements but also embodying the principles of accountability, integrity, fairness, and transparency that have been integral to H.Z.M. Corp.'s identity.

Our dedication to these values has been instrumental in shaping our past successes and will continue to be the foundation upon which our future achievements are built.

H.Z.M. GENERAL CONDUCT

At H.Z.M. Corp., we all are responsible for understanding the important legal and ethical issues that affect our business and for acting with integrity at all times.

Integrity means more than just complying with the law. It is one of H.Z.M. Corp. Values. It reflects who we are as a company and as individuals. Conducting ourselves with integrity helps us earn the trust and respect of the people we serve. H.Z.M. Corp. is committed to acting with integrity in all aspects of our work, including research, development, manufacturing, distribution, marketing, government interactions, sales and promotion. We will comply with all applicable laws and regulatory requirements. We will act responsibly in our relationships with all stakeholders including consumers, governments, regulatory entities, business partners, customers, suppliers and vendors. We are committed to conducting our business in a way that ensures fair competition and we will be honest and fair in all our business dealings.



Safety: Our Way of Life
Solutions: Creating Value for Our Customers
Respect: We Do the Right Thing
Team: The Power of Collaboration

COMPLIANCE WITH LAWS AND REGULATIONS

Compliance with the law is fundamental to all that we do and who we are as a company.

All directors, officers, employees and agents of H.Z.M. Corp. and H.Z.M. Corp. subsidiaries, H.Z.M. Corp. controlled joint ventures and other comparable H.Z.M. Corp. long-term business partners are expected to respect and comply with the laws and regulations that apply to them as individuals and to H.Z.M. Corp. as a company.

As the result of the presence of H.Z.M. Corp. in a different countries, the Group's operations are subject to the laws and regulations of many countries and supranational organizations such as the European Union.

Even if we are operating in a country where local laws or common practices are not as strict as those set out in this Code and our company policies, we always expect our directors, officers and employees to be compliant with laws while maintaining the high standards of ethical behavior to which H.Z.M. Corp. is committed.

COMPLIANCE WITH LAWS AND REGULATIONS

01

Fair competition

H.Z.M Corp. competes aggressively but fairly in the marketplace. We do not win business or seek to maintain any customer relationships by acting illegally or competing unfairly. That means all our operations and employees should deal fairly and openly with customers, suppliers, competitors and colleagues, and respect their rights.

02

Business Integrity

Corruption, extortion, and embezzlement, in any form, are strictly prohibited. H.Z.M Corp. colleagues and anyone acting on H.Z.M Corp.'s behalf should not violate any international anti-corruption conventions, and applicable anti-corruption laws and regulations of the countries in which they operate. H.Z.M Corp. colleagues, employees, directors and anyone acting on H.Z.M Corp.'s behalf must uphold fair business standards in advertising, sales, and competition. All business dealings should be transparently performed and accurately reflected on Participant's business books and records.

03

Anti-Bribery and Anti-Corruption

H.Z.M. Corp. prohibits colleagues and individuals representing the company from engaging in any form of bribery. It is strictly forbidden for any colleague or representative to offer, approve, or provide any payment or benefits with the intention of improperly influencing a government official or gaining an unfair advantage. This includes kickbacks, gifts, entertainment, transportation, and accommodation. However, small gifts of nominal value that align with normal cultural and social norms are not considered part of this policy. Individuals representing H.Z.M Corp. must discourage any attempts at bribery by business partners and their employees. They are not allowed to request, accept, offer, or enter into agreements involving bribes or any illicit activities with business partners that benefit themselves, their relatives or assignee's.

04

Confidential information and intellectual property

Confidential information relating to H.Z.M Corp' business is a highly valuable property. It does not only include intellectual property, trade secrets and know-how, but also non-public strategic, financial, technical or commercially sensitive information as well as all human resources and personal data.

If Group's directors, officers and employees have access to, or knowledge of, such confidential information, they are responsible for protecting this information and ensuring that it is used properly and shared only with other authorised persons. The same obligations and duties also apply to confidential information received from third parties who have entrusted this information to H.Z.M Corp, and they continue beyond the term of employment or services with the Group.

05

Data privacy and protection

H.Z.M Corp, is committed to protecting and respecting the privacy of any employee or third-party personal information that it processes. Every Group's directors, officers and employees who are collecting personal information or have access to the collected data are accountable for their lawful collection or use in accordance with the specifically described purposes. When transfers of such personal information are needed across international boundaries, they ensure that such transfers comply with applicable laws.

BUSINESS CONDUCT AND ETHICS WITH THE COMMUNITIES

Corporate social responsibility

We believe that high standards for social and environmental behaviors in all of our businesses are essential to achieve the financial and non financial goals of the Group. H.Z.M. Corp standards to be applied by all our operating units in their business plans and decision making processes shall follow the principles of Sustainable Development: economic efficiency, social equity, health, safety & environmental responsibility. Our sustainable development principles apply to safety, environment, innovation, supply chain, energy, community relations, human resources, human rights and corporate governance. Such standards are designed to take into consideration:

01

For our employees

ensuring safe practices and healthy work environment and encouraging professional development

02

For the communities

keeping our license to do business through environmental excellence, efficient use of mineral reserves and good relationships with our neighbors based on transparent communication and community-oriented initiatives

03

For our economic partners

fostering quality customer and supplier relationships, developing quality products and technologies that are environmentally safe, adopting a clear and regular communications.

Environment and product stewardship

Continuous improvement in environmental performance forms an integral part of H.Z.M. Corp' commitment to Sustainable Development. Within H.Z.M. Corp' structure, each activity and its respective local operations are responsible for implementing a proper environmental management system. Sites are also encouraged to develop and implement internationally recognised management systems in order to obtain external certifications and to set specific standards of performance when appropriate. H.Z.M. Corp verifies the implementation of its environmental standards by regular internal and external audits. Our operations are encouraged to develop a product stewardship program, encompassing a comprehensive understanding of the full life cycle and use related safety issues of their products to ensure all benefits of these products are delivered.

Human rights

We support human rights consistent with the Universal Declaration of Human Rights and H.Z.M. Corp respects those rights in conducting the Group's operations.

We seek to ensure that H.Z.M. Corp' presence fosters sound relationships and avoids civil conflict wherever we are.

H.Z.M. Corp respects and supports the dignity, wellbeing and rights of Group employees, their families and the communities in which they live, as well as others affected by the Group's operations.

Where those rights are threatened, we seek to have international standards upheld and to avoid situations that could be interpreted as condoning human rights abuses. We seek to ensure that our equipment and facilities are not misused in violation of human rights.

Contribution to local communities

We hold each of our businesses and employees responsible for behaving in a way that maintains the trust and confidence of the people around them. We actively encourage them to contribute to the social development of their respective communities, by sharing their talents and skills, particularly to support young people's education.

Every site at H.Z.M. Corp. must have a plan to continuously improve local community relations.

BUSINESS CONDUCT AND ETHICS WITH OUR EMPLOYEES

Mutual respect

We expect all of our directors, officers and employees to treat each other in a professional manner, based upon mutual respect, trust and individual dignity. In keeping with this commitment, we strictly prohibit sexual or any form of harassment or discrimination based upon an individual's race, color, gender, national origin, age, sexual preference or disability. All work must be voluntary and workers are free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment.

Non-Discrimination

As a company, we encourage fair employment practices and offer equal opportunities in the hiring and career development of all our employees. HZM Corp do not discriminate against any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination.

Child Labor avoidance

Child labor is strictly prohibited under any circumstances. The minimum age for work or employment shall be 18 years of age.

BUSINESS CONDUCT AND ETHICS WITH OUR EMPLOYEES

Safety

Everyone's behavior contributes to an injury free workplace. Full compliance with local applicable laws and regulations is required. H.Z.M. Corp. is also committed to establish and implement comprehensive standards, guidelines, systems and procedures that may go beyond such compliance and aim towards best practices. Building such a supportive safety culture is our goal and requires visible leadership, ongoing education and training and a high level of participation by everyone in the workplace. The well-being of employees is the basis of the well-being of our business.

Occupational health

We strive to protect our physical health and well-being in the workplace. We are committed to reducing cases of occupational illness year on year through a better identification, evaluation and control of workplace exposures.

Alphabetization

We strive to make sure all our employees have received the basic trainings for reading, writing and calculating.

BUSINESS CONDUCT AND ETHICS WITH OUR SHAREHOLDERS

01

Corporate governance

H.Z.M. Corp. is committed to high standards of corporate governance, accountability and responsibility. All directors have full and timely access to information they require to discharge their duties and responsibilities fully and effectively.

02

Internal controls

We ensure that our reports and financial statements accurately portray our affairs, prioritizing substance over form, a cornerstone of H.Z.M. Corp.'s reporting ethos. We uphold the same level of rigor in handling both financial and non-financial matters. Our internal control systems aim to consistently achieve the following objectives: compliance with relevant laws and regulations, presenting financial information that offers a precise and sufficiently detailed overview of our financial outcomes, and ensuring company assets are spent in line with management directives and policies.

03

Transparency

H.Z.M. Corp. prioritizes transparency with shareholders and financial markets while safeguarding commercial confidentiality. They provide clear information on operational and financial performance, disseminating it where their shares are traded and to relevant agencies. Access published material on their website www.hzmc Corp.com.

This Code brings together the fundamental principles that illustrate our common commitment to integrity in our daily professional behavior. In line with our values, the Code sets out the standards of conduct that should motivate each of us , as well as our partners and suppliers.

QUESTIONS AND CONCERNS

We value open and honest communication and encourage our employees and partners to report any concerns.

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