

Montida Poultry Ltd

Code of Ethics

1. Vision, Mission, Values

1.1 Company Vision

- ✓ “To be a key player in the poultry sector of Mauritius and to achieve performance equal to or better than the industry average”

1.2 Mission

- “At Montida Poultry, our mission is to produce the highest quality of animal protein in the form of chicken through the continued development of the level of production and quality by adopting highest levels of quality standards in order to get both our customers satisfaction as well as our employees.”

1.3 Values

- Commitment to excellence
- Operating responsible environmental policies
- To act ethically and transparently in doing business
- Delivering customer satisfaction by listening to and exceeding customer expectations
- Integrity, honesty and openness
- Teamwork and empowerment of our people

2. Build Trust and Credibility

The success of our business is dependent on the trust and confidence we earn from our employees, customers and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to *say* what we must do, but the proof is in our actions.

When considering any action, we ask: will this build trust and credibility for Montida Poultry? Will it help create a working environment in which Montida Poultry can succeed over the long term. The only way we will maximize trust and credibility is by answering “yes” to those questions and by working every day to build our trust and credibility.

2.1 What is expected of Directors and Managers

Directors and managers should promote a culture of good ethics and compliance by demonstrating appropriate conduct at all times. As a Manager or Director, one should ensure that the employees under his/her supervision or responsibility understand their responsibilities under this code of ethics and other company policies. Moreover, as a Manager or Director one should create opportunities to discuss the contents of this code of ethics and continuously stress the importance of ethics and compliance with employees.

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There should also be the creation of an environment where employees feel comfortable raising concerns without fear of retribution and also, the consideration of conduct in relation to this code of ethics and other company policies when evaluating employees.

2.2 How to respond to questions and matters of concern

As a Manager or Director, if you are approached with a question or matter of concern in relation to this code of ethics, listen carefully with an objective and unbiased ear, and give the employee your complete attention. However, ask for clarification and additional information if necessary. Moreover, as a Manager or Director, answer any questions if you can, but you do not need to give the employee an immediate reply or advice and if an employee raises a concern that may require further investigation, contact the Company's in-house legal advisor.

2.3 Company's assets

Do not use the Company's assets for your personal benefit or the benefit of anyone other than the Company. While an occasional personal phone call or sending of a private email using the Company's assets is acceptable, frequent use for personal benefit will be considered as a misuse of assets, especially if this is done during normal working hours.

Theft or embezzlement of Company's assets whether through misappropriation of physical Company equipment, accessories or intangible assets such as software or confidential information or intentional misreporting of time spent at work or expenses, could lead to disciplinary measures as well as criminal prosecution.

3. Foster confidence

Montida Poultry Ltd will conduct its business honestly and ethically and we will constantly improve the quality of our services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. No illegal or unethical conduct on the part of officers, directors or employees is in the company's best interest. Montida Poultry Ltd will not compromise its principles for short-term advantage. The ethical performance of this company is the sum of the ethics of the men and women who work here. Thus, we are all expected to adhere to high standards of personal integrity.

Officers, directors, and employees of the company must never permit their personal interests to conflict, or appear to conflict, with the interests of the company and its clients. Officers, directors and employees must be particularly careful to avoid representing Montida Poultry Ltd in any transaction with others with whom there is any outside business affiliation or relationship. Officers, directors, and employees shall avoid using their company contacts to advance their private business or personal interests at the expense of the company, its clients or affiliates.

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No bribes, kickbacks or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Officers, directors and employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

Officers, directors and employees of Montida Poultry Ltd often come into contact with, or have possession of, proprietary, confidential or business-sensitive information and must take appropriate steps to assure that such information is strictly safeguarded. This information – whether it is on behalf of our company or any of our clients– could include customer lists, personnel records, manufacturing costs, processes and methods. Proprietary, confidential and sensitive business information about this company, other companies, individuals and entities should be treated with sensitivity and discretion and only be disseminated on a need-to-know basis.

Directors, officers, and employees in possession of material information not available to the public are “insiders.” Spouses, friends, suppliers, brokers, and others outside the company who may have acquired the information directly or indirectly from a director, officer or employee are also “insiders.” The following guideline should be followed in dealing with inside information:

- Until the material information has been publicly released by the company, an employee must not disclose it to anyone except those within the company whose positions require use of the information.

Officers, directors and employees will seek to report all information accurately and honestly, and as otherwise required by applicable reporting requirements.

Ensuring accurate and complete business and financial records is everyone’s responsibility, not just a role for accounting and finance personnel. Accurate recordkeeping and reporting reflect on the Company’s reputation and credibility, and ensures that the Company meets its legal and regulatory obligations.

Officers, directors and employees will refrain from gathering competitor intelligence by illegitimate means and refrain from acting on knowledge which has been gathered in such a manner. The officers, directors and employees of Montida Poultry Ltd will seek to avoid exaggerating or disparaging comparisons of the services and competence of their competitors.

Officers, directors and employees will obey all Equal Employment Opportunity laws and act with respect and responsibility towards others in all of their dealings.

Officers, directors and employees will remain personally balanced so that their personal life will not interfere with their ability to deliver quality products or services to the company and its clients. Officers, directors and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior, or the violation of company policies and procedures, directly to management.

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It is expected of everyone to understand the code, comply with the code and the law and use good judgment and avoid even the appearance of improper behavior. Before taking any course of conduct, ask yourself if it is legal, is it consistent with the code, is it ethical, will it reflect well on me and Montida Poultry Ltd and if the answer is “No” to any of these questions, do not do it.

Violation of this Code of Ethics can result in disciplinary action by the Company, including possible termination of employment. The degree of discipline relates in part to whether there was a voluntary disclosure of any ethical violation and whether or not the violator cooperated in any subsequent investigation.

4. Health and Safety Act and other relevant legislation

Directors and managers must comply and oversee compliance by employees, officers and other directors, with laws and regulations such as the Environmental Protection Act (EPA) 2002 and the National Environmental Standards, Guidelines and Regulations amongst others. Moreover, all employees must be familiar with the Prevention of Corruption Act (POCA) 2002, which prohibits the bribery of public officers. The penalties in case of violation of the provisions of this law can be severe including significant fines and imprisonment.

Remember that good ethics is good business