

INTERNATIONAL INDUSTRIES LIMITED

WHISTLE BLOWING POLICY

OBJECTIVE:

1.1. The Company is committed to our value of ethical business practices. To encourage such behavior, we have included the Whistle blowing policy that facilitates the confidential method to communicate any major unethical activity that may take place within the organization.

1.2 To highlight the mechanism for which a whistleblower may raise his concern. Furthermore, this policy will provide clarity on which areas of concern that are applicable in whistleblowing.

1.3. To reassure a whistleblower that he will be protected from possible reprisals or victimization by ensuring confidentiality.

1.4 To highlight the responsibility of the Board Audit Committee, and members of the organization who will be responsible for resolving the concern.

POLICY:

3.1. The Company is committed to the highest possible standards of honesty, openness, excellence, consistency, compassion, fairness, integrity and accountability. The policy encourages any whistle blower to come forth and disclose any issues such as money laundering, fraud, embezzlement, kickbacks, commissions and any other form of corrupt practices.

3.2 The Whistleblowing Policy does not apply to employees' career related issues such as promotions, transfers, relocations, trainings etc. for which a separate procedure exists. .

3.3. Under the Policy, anonymous concerns shall be evaluated by the Chairman BAC before being taken into consideration.

3.4. The whistleblower may be any internal or external stakeholder such as employees, suppliers, clients, shareholders or any other stakeholder that can verify this data.

3.5 Any individual that issues a complaint will be treated with the utmost confidentiality and steps will be taken to minimize any difficulties s/he may experience as a result of raising a concern.

3.6 The Company will ensure that all disclosures will be evaluated and investigated objectively.

3.7. Any whistleblower can approach the Chairman Board Audit Committee directly via email address chairman.bac@iil.com.pk, which is only accessed by the Chairman-BAC.

3.8 The Chairman Board Audit Committee will be the objective entity that will be responsible for the investigation and determining the penalty.