

26TH JANUARY 2022

JUBILANT MODULAR HOUSES

Code of Conduct

Act with integrity.

PURPOSE AND SCOPE

Jubilant's Code of Conduct is a benchmark for the relational development of Jubilant employees and other stakeholders. It reflects the organizational culture of the company and is a reference for the behaviour of its employees and all those who interact with them, ensuring compliance with ethical standards.

The Code of Conduct applies to all Jubilant employees, partners, suppliers and service providers.

The application of this Code of Conduct does not exempt the application of other rules of conduct from legal source or of any other nature.



2. General Conditions

The Code of Conduct must be disclosed to employees of the company, as well as to partners, suppliers and service providers. A document should be signed as the code of conduct is accepted.

3. Environment

Jubilant, in its organizational strategies, includes a responsible proposal on the reduction of waste through its reuse, and promotes the correct separation. All employees and partners should be proactive in identifying environmental problems and informing them immediately in order to take mitigation measures.

All those involved in the business should contribute to reducing air pollution, noise, soil contamination and energy consumption.



4. Safety and Health of Employees



Jubilant ensures the well-being and safety of its employees, considering an indispensable factor for its success. The organization provides the necessary resources for the prevention of occupational risks, for the improvement of safety, hygiene and well-being conditions.

The maintenance of all equipment is ensured, personal protective equipment is provided and instructions are given for the use of the equipment in the training of the employee. The employee is responsible for the correct compliance with the work instructions and for the preservation of his personal protective equipment, including the uniform. It is the organization's responsibility to provide employees with the best working environment in terms of temperature and brightness.

5. Facilities

It is the employees responsibility to contribute to their preservation, being responsible for their use. The partners, suppliers and subcontractors have an obligation to keep Jubilant premises intact and similar to the state in which they found them.



6. Prevention of Child Labour

Jubilant does not tolerate the use of child labor. It is practice of the company to recruit employees of the age allowed by the legislation in force. The organization, in the presence of such illegality, shall report immediately to the competent authorities. All partners, suppliers and subcontractors must have the same practice and take a proactive stance when they detect situations of child labor in order to communicate to the authorities.



7. Forced labour

Jubilant undertakes not to use forced and compulsory labor, and not to retain original personal documents. Any type of situation that forces the employee to remain against his or her will is considered illegal by the organization.

8. Discrimination

The organization repudiates any discriminatory situation regarding hiring, remuneration and training based on age, gender, religion, disability, sexual orientation, political affiliation, trade union association or any other type of situation that may cause discrimination.

9. Harassment, Abuse and Disciplinary Actions

Jubilant does not tolerate that its employees are treated in a disrespectful way or with little dignity. In this way, the organization repudiates acts of sexual harassment and intimidation, abuse of power and violence in the workplace. The use of drugs and alcohol in the workplace is prohibited

10. Confidential information

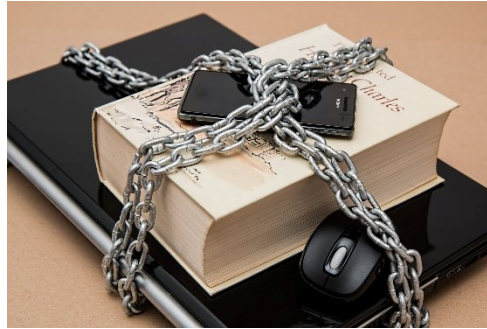
All employees are required to comply with the duty of secrecy and confidentiality, not revealing any confidential information that could harm the interests of the organization

11. Protection of Data

Jubilant instructs its employees to have a clean desk policy in order to safeguard unprotected information in the workplace. Therefore, employees are required to set up their jobs on a daily basis.

12. Information Security

All essential information for the proper functioning of the organization must be safeguarded in the respective folders of the server, which is covered by backups.



13. Relationship with Suppliers and Partners

Jubilant has relationships with its suppliers and partners, based on principles of integrity, honesty and non-discrimination. It is imperative to work with partners who respect our rules of conduct.



The decisions and actions of purchase, should have like greater interest the growth of the organization, and not the personal relations, being that the judgment must always be independent.

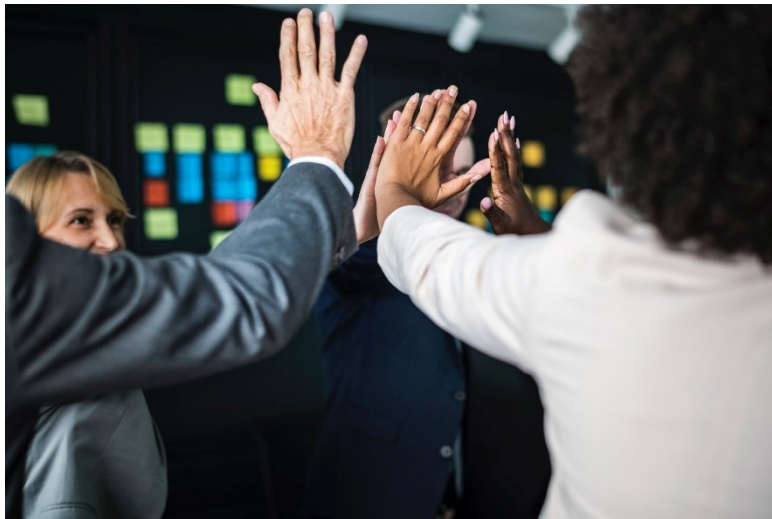
Jubilant does not agree with any form of corruption or bribery, if they happen they are immediately communicated to the competent authorities.

14. Use of Company Resources

The resources of the organization must be used efficiently, for the growth of the company, in no way should be used for personal purposes.

15. Relationship between Employees

The employees of the organization must promote good atmosphere, respect and good deal with all colleagues, always having a responsible and cooperative attitude. Team spirit and the exchange of information between colleagues and departments should always be fostered.



If any of the above points is not fully met, it should be reported immediately to Jubilant Administration.

The Administration,

CEO Jubilant

Data: _____