



PRYCE

**CODE OF CONDUCT and
BUSINESS ETHICS**

GENERAL POLICY

The Company Code of Conduct is designed primarily to impress upon the employees the way to do things in a disciplined manner and to ensure a smooth flow of operations. All employees are expected to familiarize themselves with the company's rules and regulations and no one may plead ignorance of the same to avoid liability of infraction.

OBJECTIVES

- 1. To establish the basic norms of conduct for all Company employees**
 - 2. To achieve a uniform basis for the administration and enforcement of disciplinary actions**
 - 3. To aid in the establishment of the Corporate Culture**
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CODE OF CONDUCT

Conflict of Interest

Executives and employees must always act in the best interest of the Company. Every officer or employee should avoid any interest, activity or relationship that conflicts with the Company's interest or that interferes with his independent judgment in performing his functions. Loyalty is owed to the Company by its officers and employees. In this light, the following situations or activities are strictly prohibited.

- Placement of business with a firm owned or controlled by the officer or his/her relatives to the 5th degree of consanguinity or affinity (up to 2nd cousin);
- Tie up with, ownership of, or significant interest in, an entity that is a competitor, supplier, or providing services to the Company;
- Providing/recommending business or award of contract to any entity that is patently disadvantageous to, or that might be opposed to, the interest of the Company;
- Other engagement, employment or sideline that reduces the time devoted to the Company or that distracts the officer from performing his duties full time.

CODE OF CONDUCT

Bribes and Kickbacks

No officer or employee shall accept a bribe, kickback, gratuity or an unauthorized payment for any reason, but especially in exchange for favorable treatment of any supplier, provider of services, or any party doing business with the Company. No gift or favor should be accepted that commits the officer or the Company to a business obligation, or which appears lavish or improper.

Use of Assets

Theft, carelessness, and wasteful use of resources have a direct impact on the Company's profitability. All officers and employees will take appropriate actions to protect the Company's assets and ensure their efficient use only for legitimate business purposes. No officer or employee shall make unauthorized use of asset or use the same for his or her personal gain.

CODE OF CONDUCT

Confidential Information

No officer or employee will use for his or her own personal gain, or disclose to any third party, any confidential or proprietary information or trade secret that he obtained as a result of his employment with the Company. Confidential or proprietary information includes all non-public information that might be useful to competitors or harmful to the Company and its customers if disclosed.

Personnel Hiring

No officer shall hire or engage the services of a relative up to the 5th degree of consanguinity or affinity unless such hiree has undergone the normal evaluation process, is fully qualified and possesses the necessary experience for the position; and provided further that the approval of Personnel Dept. and top management are duly obtained before hiring.

CODE OF CONDUCT

Sanctions

The Company will promptly investigate any violation of these policies. Any such violation (including retaliation against any individual for reporting a violation) will result in disciplinary action, including termination of employment where appropriate.

H U S T L E

HUSTLE is doing something that everyone is absolutely certain it can't be done.

HUSTLE is getting the order because you got there first or stayed with it after everyone else gave up.

HUSTLE is getting the prospects to say "YES" after they've said "NO" twenty times.

HUSTLE is doing more unto a customer than the other guy is doing unto him.

HUSTLE is believing in yourself and the business you're in.

"HUSTLE is the sheer joy of winning."

QUALITY POLICY

It is the policy of the Company to produce quality products and provide services that meet customer's expectations and specifications.

We shall ensure effective, safe, productive and profitable operation.

We shall achieve this through the cooperative, empowered and committed effort of our human resources.

SAFETY CREDO

IT TAKES A **MINUTE** TO WRITE A
SAFETY RULE

IT TAKES AN **HOUR** TO HOLD A
SAFETY MEETING

IT TAKES A **MONTH** TO PUT INTO
PRACTICE

IT TAKES A **YEAR** TO WIN A
SAFETY AWARD

IT TAKES A **LIFETIME** TO HAVE A
SAFE WORKER

IT TAKES ONLY A **SECOND** TO
DESTROY ALL IN ONE **FIRE**