	Employee Code of Conduct	RISE-AHR-12
		Issue: 01
		Date: 07-03-2022

Purpose

The code of conduct of RISE contains principals to promote ethical conduct in the workplace, safe working conditions, protection of sensitive information, and treatment of workers with respect and dignity and responsible sourcing. RISE as a supplier, means an entity providing products, people or services to clients including its sub-contractors and agents.

i. Minimum Age Criteria

RISE does not encourage or entertain underage employees. All employees must have a Computerized National Identity Card (CNIC) to be considered for employment.

ii. Non-Discrimination

RISE strives to provide equal opportunity to potential and present employees irrespective of gender, race, disability, age, or religion. RISE does not permit direct or indirect discrimination against any employee and encourage a healthy working environment.

iii. Competition


RISE upholds fair business standards in market competition and do not appreciate or adopt any malpractices to acquire projects.

iv. Alcohol and Use of Drugs

RISE has a very strict substance abuse policy and smokeless Tobacco-free Workplace Policy and has zero tolerance with regards to use of substance that may hamper employee's ability to work.

v. Diligence towards Customer Property

RISE uses all clients' property, including, but not limited to, equipment, funds, documents, electronic and written information, and communications systems, with care and adheres to acceptable standard and applicable rules and procedures. RISE takes the responsibility of all such clients' property seriously and reports any suspected or actual misuse, theft, vulnerability, improper exploitation, or sabotage.

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vi. International Business

RISE operates in full compliance with the laws and regulations of the jurisdiction in which it operates or provides services to clients. As a responsible corporate organization, RISE tends to adopt and adhere, to standards which meet or exceed client expectations and industry standards.

vii. Ethical Policies

RISE is dedicated to adhering to its Anti-Bribery/Corruption and Child/Forced Labour (CFL) Policies. We support governmental efforts to combat bribery and corruption and is committed to the elimination of all forms of forced and compulsory labour and to the international effort to abolish child labour and ensure adherence of these policies in the supply chain.

viii. Conflict of Interest

RISE does not engage in any activity that would create an actual or apparent conflict of interest regarding their provision of products or services to clients. A conflict of interest exists where clients may have a financial or close personal interest relating to RISE or its personnel, and such a relationship could interfere with or influence the award, conduct or oversight of work for our client. In the event an actual or potential conflict of interest does arise, RISE makes all effort to report to its clients.

Syed Azam
Managing Director