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Code of Conduct:

Dar es Salaam Textile Mills Limited has built a reputation for conducting its business with integrity, in accordance with high standards of ethical behavior and in compliance with the laws and regulations that govern our business. This reputation is among our most valuable assets and ultimately depends upon the individual actions of each of our employees, all over the country.

Dar es Salaam Textile Mills Limited's code of conduct has been prepared to assist each one of us in our reports, to not only maintain but also enhance this reputation. It provides guidance for business conduct in a number of areas and references to more detailed corporate policies for further direction. The adherence of all employees to high standards of integrity and ethical behavior is mandatory and benefits all stakeholders including our customers, communities, shareholders and ourselves.

1. Employees

- 1.1. No one should ask any employee to break the law, or go against Dar es Salaam Textile Mills Limited policies and values. We treat all employees equally and fairly.
- 1.2. We do not tolerate any form of harassment.
- 1.3. Information and necessary facilities are provided to perform jobs in a safe manner.
- 1.4. Employees must not use, bring, or transfer illegal drugs or weapons on Dar es Salaam Textile Mills Limited's property.
- 1.5. Employees should report suspicious people and activities.

2. Business Partners

- 2.1. Avoid conflict of interest and identify situations where they may occur.
- 2.2. Do not accept or give gifts, favors, or entertainment if it will appear to obligate the person who receives it.
- 2.3. Use and supply only safe, reliable products and services.
- 2.4. Respect our competitors and do not use unfair business practices to hurt our competition.
- 2.5. Do not have formal or informal discussions with our competitors on prices, markets or products, or production or inventory levels.
- 2.6. Manufacture and produce products according to contract specifications.
- 2.7. Market our products and services in an honest and fair manner.
- 2.8. Do not compromise our values to make a profit.

3. Business Resources

- 3.1. Do not use inside information about the Dar es Salaam Textile Mills Limited for personal profit. Do not give such information to others.
- 3.2. Do not use Dar es Salaam Textile Mills Limited resources for personal gain or any non-business purpose.
- 3.3. Protect confidential and proprietary information.
- 3.4. Do not use Dar es Salaam Textile Mills Limited's resources to send, receive, access or save electronic information that is sexually explicit, promotes hate, violence, gambling, illegal drugs, or the illegal purchase or use of weapons.
- 3.5. Do not make false or misleading entries into the companies' books or records (within Dar es Salaam Textile Mills Limited).

4. Communities

- 4.1. Follow all laws, regulations and Dar es Salaam Textile Mills Limited policies that apply to your work.
- 4.2. Do not entice or give money or anything of value to government officials to influence their decisions.
- 4.3. We measure and assess our performance, and are open and clear in our environmental communications.
- 4.4. When Dar es Salaam Textile Mills Limited's standards are higher than what is required by local law, we meet the higher standards.