



CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT

INTRODUCTION & APPLICABILITY:

Corporate Governance philosophy of the Company aims to ensure that the Company is managed to suit the best interest of all its stakeholders with object to maximize their wealth. This philosophy is already imbibed in the minds of all members of the Board of Directors and Senior management of the Company and is also being implemented by them as is evident from their relationship with Company's stakeholders. To strengthen this commitment further, the Board of Directors of the Company has approved and adopted the following Code of Conduct for Directors and Senior Management of the Company.

This code of Conduct comes into force with immediate effect and is applicable to all the members of the Board of Directors and Senior Management of the Company (hereinafter referred to as “Directors / Senior Management”). Senior Management for the purposes of this Code of Conduct includes all the Functional Head.

CODE OF CONDUCT:

- Act in the best interests of, and fulfill their fiduciary obligations to the Company and its shareholders.
- Act honestly, fairly, ethically and with integrity as well as high moral and ethical standards.
- Conduct themselves in a professional, courteous and respectful manner and not take improper advantage of their position.
- Help in creating and maintaining the culture of commitment to compliance with all applicable laws, rules and regulations, both in letter and in spirit. Any inadvertent non-compliance, if detected subsequently, should be rectified / reported to the concerned authorities.
- Act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated.
- To ensure that assets of the Company are fully protected and put to use for Company’s business and to maintain high standards of manufacturing practices to achieve customers’ total satisfaction.
- Not to use the Company’s property, information, position or opportunities for personal gain.
- Act in a manner to enhance and maintain the reputation of the Company.
- Disclose potential conflict of interest that they may have regarding any matters relating to the



Company's business, abstain from discussion, voting or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; serving as Director of any Company which is in direct competition with the Company would be conflict of interest and it would be necessary to obtain prior approval of the Board of Directors of the Company before accepting such Directorship.

- Make available to and share information as may be appropriate to ensure sound and efficient operations of the Company.
- Maintain confidentiality of information relating to the affairs of the Company acquired in the course of their position in the Company, except when authorized or legally required to disclose such information.
- Not to use confidential information acquired in the course of their position in the Company for personal advantage or for the advantage of any other entity even after cessation of relationship with the Company.
- Ensure equal opportunities to employees at all levels, provide congenial working environment in the Company free from any discrimination on grounds of cast, religion, colour, marital status, sex, age and nationality.
- Ensure to provide safe and healthy working environment and preservation of environment so as to avoid wastage of energy, natural resources and implementation of waste management procedures and preservation of ecological environment.
- Ensure compliance of Company's Policy on Disclosures and Internal Procedures for Prevention of Insider Trading under SEBI Regulations.

INDEPENDENT DIRECTOR:

Independent Director shall have to additionally comply with their duties mentioned in the Code for Independent Directors.

ENFORCEMENT OF CODE OF CONDUCT:

Directors / Senior Management shall be accountable for complying with this Code and shall give a declaration to the Board on annual basis as on March 31 each year to the effect that they have complied with the provisions of the Code. Any violation of the Code that is reported / noticed shall be placed before the Board.

The Company Secretary shall be the Compliance Officer for the purpose of this Code.



WAIVER AND AMENDMENTS TO THE CODE:

This Code is subject to modification and review by the Board of Directors and any amendments or waiver of any provisions of this Code would be approved by the Board of Directors.

NO RIGHTS CREATED:

This Code of Conduct is a statement of certain values and principles, policies and procedures, etc, governing the Directors / Senior Management of the Company relating to the conduct of the Company's business. It is to be clearly understood that this Code of Conduct is not intended and does not in any way or for any matter whatsoever create any rights or obligations towards any employee, customer, client, supplier, competitor, shareholders or any other persons or entity.

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