

# **JENSON AND NICHOLSON (INDIA) LIMITED**

## **Code of Conduct**

### **CODE OF CONDUCT TO BE OBSERVED BY JENSON AND NICHOLSON (INDIA) LTD BOARD OF DIRECTORS AND SENIOR MANAGEMENT PERSONNEL.**

#### **INTRODUCTION**

- This Code of Conduct (hereinafter referred to as the "Code") shall be called "The Code of Conduct for Board of Directors (hereinafter referred to as the "Board") and Senior Management Personnel" of Jenson and Nicholson (India) Limited (hereinafter referred to as the "Company").
- Clause 49 of the Listing Agreement entered into with the Stock Exchanges requires, as part of Corporate Governance, that the listed entities lay down a Code of Conduct for Directors on the Board of an entity and its Senior Management. Senior Management has been defined to include personnel who are members of its Core Management and Functional Heads excluding Board of Directors.
- The principles prescribed in this Code are general in nature and lay down broad standards of compliance and ethics.
- The purpose of this Code is to enhance ethical and transparent process in managing the affairs of the Company, and thus to sustain the trust and confidence reposed in the Board and Senior Management Personnel by the Shareholders of the Company. The Board and Senior Management Personnel are expected to understand, adhere to, comply with and uphold the provisions of this Code and the standards laid down hereunder in their day-to-day functioning.

#### **APPLICABILITY**

- This Code shall be applicable to the following persons:
  - Board of Directors of the Company
  - Senior Management Personnel of the Company, being members of Core Management Team and Functional Heads
- For the Whole Time Directors on the Board of the Company and the Senior Management Personnel, **this Code would be applicable in addition to the existing Staff Regulations of JENSON AND NICHOLSON (INDIA) LIMITED.**

## **ETHICAL CONDUCT**

The Board and Senior Management Personnel shall act within the authority conferred upon them by the Company and under applicable law, keeping the best interests of the Company in view and shall:

- Act with professionalism, utmost care, skill, diligence, honesty, good faith and integrity as well as high moral and ethical standards.
- Fulfill their fiduciary obligations without allowing their independence of judgment to be compromised.
- Act fairly and transparently and not participate in any decision-making process on a subject matter in which a conflict of interest exists or is likely to exist such that an independent judgment of the Company's best interest cannot be exercised.

## **DUTIES OF INDEPENDENT DIRECTORS**

### **DUTIES OF INDEPENDENT DIRECTOR AS PER SECTION 166 OF THE COMPANIES ACT, 2013**

- To act in good faith in order to promote the objects of the company for the benefit of its members as a whole, and in the best interest of the company, its employees, the shareholders, the community and for the protection of environment.
- To exercise his/her duties with due and reasonable care, skill and diligence and to exercise independent judgment.
- Not to be involved in a situation in which he/she may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
- Not achieve or attempt to achieve any undue gain or advantage either to himself/ herself or to his/her relatives, partners, or associates and if such director is found guilty of making any undue gain, he/she shall be liable to pay an amount equal to that gain to the company.
- Not to assign his/her office and any assignment so made shall be void.

### **DUTIES OF INDEPENDENT DIRECTORS AS PER SCHEDULE IV TO THE COMPANIES ACT, 2013**

The Independent Directors shall—

1. Undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
2. seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
3. strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;

4. participate constructively and actively in the committees of the Board in which they are chairpersons or members;
5. strive to attend the general meetings of the company;
6. where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
7. keep themselves well informed about the company and the external environment in which it operates;
8. not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
9. pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
10. ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
11. report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
12. acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees;
13. not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

## **APPLICABILITY**

- Notwithstanding that any instances of Conflict of Interest exist due to any historical reasons, adequate and full disclosure by the interested member of the Board/Senior Management Personnel should be made to the Company. It is also incumbent upon every member of the Board and the Senior Management Personnel to make a full disclosure of any interest at the time of decision-making which he or his immediate family, which would include parents, spouse and children, may have in a company or firm which has business dealings with the Company.
- The Board and Senior Management Personnel must not deprive the Company of an opportunity that belongs to it, for his/her own/other's advantage, if he/she is in a position of diverting the Corporate Opportunity for own benefit or to others to the detriment of the Company. They must not compete with the Company in respect of any business transaction.

## **REGULATORY COMPLIANCE**

Every member of the Board and Senior Management Personnel shall, in his/her business conduct, comply with all applicable laws, rules and regulations, both in letter and in spirit, in all the territories in which he/she operates. Any inadvertent non-compliance, if detected subsequently, should be rectified / reported to the concerned authorities.

## **PUBLIC REPRESENTATION AND CONFIDENTIALITY OF INFORMATION**

- The information for the public constituents and stakeholders, duly approved by the Compliance Officer or other authorized official, as the case may be, shall be disseminated through any of the following media:
  - Newspaper publications
  - Web casting on the official website
  - Press handouts and press releases
  - Audio and audio-visuals prepared for the specific purpose.
- A Director or Senior Management Personnel of the Company and their family members shall not derive any benefit or assist others to derive any benefit from the access to and possession of information about the Company which is not in the public domain and thus constitutes insider information. They shall maintain confidentiality of all price sensitive information. Unpublished price sensitive information would be disclosed only to those within the company who need the information to discharge their duty.

## **INSIDER TRADING**

Insider Trading involves the improper use of non-public price sensitive information when dealing in securities. Employees are prohibited from engaging in insider trading as detailed in the Code of Conduct for Prevention of Insider Trading.

## **USE OF THE COMPANY NAME/LOGO/TRADEMARK**

The Board or Senior Management Personnel shall not use the name of the Company, its logo or trademark for personal benefit or for the benefit of persons / entities not forming part of the JENSON GROUP.

## **PROTECTION OF COMPANY'S ASSETS AND RESOURCES**

- Each member of the Board and Senior Management Personnel has a duty towards the Company to advance its legitimate interests while dealing with the Company's assets and resources.
- The Board and Senior Management Personnel shall not misuse, for personal gain or otherwise, the assets of the Company.

## **HEALTH SAFETY AND ENVIRONMENT**

The Company, Board and the Senior Management Personnel shall strive to provide a safe and healthy working environment and comply, in the conduct of its business affairs, with all regulations regarding the preservation of the environment of the territory it operates in.

## **COMPLIANCE WITH GOOD CORPORATE GOVERNANCE PRACTICES**

Each member of the Board of Directors and Senior Management Personnel of the Company (to the extent relevant) should adhere to the following so as to ensure compliance with good Corporate Governance Practices:

- Attend Board Meetings regularly and participate in the deliberations and discussions effectively.
- Involve actively in the matter of formulation of general policies.
- Be familiar with the broad objectives of the Company and the policies laid down by the Government and the various laws and legislations.
- Ensure confidentiality of the Company's Agenda Papers, Notes and Minutes.

## **AMENDMENTS TO THE CODE OF CONDUCT**

The provisions of this Code can be amended and modified by the Board of Directors of the Company from time to time and all such amendments and modifications shall take effect from the date stated therein.

## **PLACEMENT TO THE CODE OF CONDUCT ON WEBSITE**

Pursuant to Clause 49 of the Listing Agreement, this Code and any amendments thereto shall be posted on the website of the Company.

## **ENFORCEMENT OF THE CODE OF CONDUCT**

Each member of the Board and Senior Management Personnel shall be accountable for fully complying with this Code.

## **ETHICS AND COMPLIANCE COMMITTEE**

The Ethics and Compliance Committee comprising the Chief Executive Officer of the Company, Chief Vigilance Officer of the Company and the Compliance Officer and any other officer so nominated, will oversee the compliance of this Code.

## **VIOLATION OF THE CODE**

The Board shall have the powers to take necessary action in case of any violation of the Code.