



CODE OF CONDUCT FOR DIRECTORS & SENIOR MANAGEMENT PERSONNEL

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1. OBJECTIVE:

The purpose of this Code is to serve as a guide to the Directors and Senior Management Personnel of Mangalam Drugs and Organics Limited on the principles of integrity, transparency and business ethics and to set up standards for compliance of Corporate Governance.

This Code of Conduct shall apply to all the Directors and Senior Managerial Personnel.

2. APPLICABILITY:

This Code applies to all Directors on the Board of Directors of the Company and to the members of the Senior Management Team of the Company. The Directors and members of the Senior Management Team of the Company are expected to abide by the Code as well as other policies/ guidelines of the Company.

“Senior Management” for the purpose of this Code shall include personnel of the Company who are members of its core management team excluding Board of Directors.

Usually, this would comprise of all members of management one level below the Managing Director, Whole-Time Director, Manager, Company Secretary and Chief Financial Officer of the Company.

It is required that all the members to whom this code is applicable shall read and understand this code, and uphold these standards in the day to day activities and shall comply with all the applicable laws, rules and regulations.

3. GUIDELINES:

The Directors and Senior Management Personnel must act in good faith and in such manner as they reasonably believe to be in the best interests of the Company. The Directors and Senior Management Personnel are also expected to:



- A. Comply with all applicable laws, regulations, confidentiality obligations and other corporate policies, of the Company.
- B. Follow all policies, procedures and internal control systems of the Company.
- C. Act honestly, in good faith and in the best interests of the Company.

4. HONESTY & INTEGRITY:

All the Directors and Senior Management Personnel of the Company shall conduct their activities on behalf of the Company and on their own behalf, with honesty, integrity and fairness. The Directors and Senior Management Personnel of the Company will act in good faith, responsibility, with due care, competence and diligence, without allowing their independent judgment to be subordinated.

The Directors and Senior Management Personnel of the Company will act in the best interests of the Company and fulfil the fiduciary obligations

5. CONFLICT OF INTEREST:

The Directors and Senior Management Personnel of the Company should not enter into any transaction or engage in any practice, directly or indirectly, that would tend to influence him/her to act in any manner other than in the best interests of the Company. Every Director and Senior Management Personnel should make a full disclosure to the Board of Directors of any transaction that they reasonably expect, could give rise to an actual conflict of interest with the Company and seek the Board's authorization to pursue such transactions.

6. COMPANY PROPERTY:

Every Director and Senior Management Personnel should endeavour to ensure that they use the Company's assets, proprietary information and resources only for the legitimate business purposes of the Company and not for their personal gains.

7. CONFIDENTIAL INFORMATION:

The Directors and Senior Management Personnel should maintain confidentiality of information entrusted to them in carrying out their duties and responsibilities. The matters discussed at the Board/Committee Meetings must not be disclosed outside appropriate and reasonable circles. The Company's confidential and proprietary information shall not be inappropriately disclosed or used for the personal gain or advantage of any Director. These obligations apply not only during a Director's term, but thereafter as well unless said information becomes public.

8. FAIR DEALING:

The Directors and Senior Management Personnel should endeavour to deal fairly and not seek to take unfair advantage of the Company through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing.



9. COMPLIANCE WITH LAWS AND REGULATIONS:

The Directors and Senior Management Personnel should comply with all the applicable laws, rules and regulations for the time being in force. In addition, if any Director becomes aware of any information that he believes constitutes evidence of a material violation of any securities or other laws, rules or regulations applicable to the Company or the operation of its business, by the Company, any employee or another Director, then such Director should bring such information to the attention of the Chairman of the Audit Committee through the compliance officer.

10. INSIDER TRADING:

None of the Directors or the Senior Management Personnel shall derive any benefit nor assist others to deriving benefit by giving investment advice from access to and possession of information about the Company, which is not in public domain and constitutes insider information. All Directors and Senior Management Personnel will comply with the Company's Code for Prevention of Insider Trading.

11. DUTIES OF DIRECTORS:

Every Director of the Company shall endeavour to comply with the provisions of Section 166 of the Companies Act, 2013, relating to the duties of directors. In addition, Independent Directors shall also perform the duties as prescribed in Schedule IV to the Companies Act, 2013, as amended from time to time.

12. ACKNOWLEDGEMENT OF RECEIPT AND AFFIRMATION OF COMPLIANCE WITH THE CODE:

All the Board Members and the Senior Management team shall furnish to the compliance officer, their acknowledgement of the receipt of the code within 30 days of close of every financial year affirming compliance with the code.

13. NON COMPLIANCE:

Suspected violations of this Code may be reported to the Chairman of the Board or the Chairman of the Audit Committee through the compliance officer. All reported violations shall be appropriately investigated. In case of any doubt as to the best course of action, the concerned Director/ Senior Management person should promptly contact the compliance officer.

Any waiver of this Code must be approved by the Board of Directors and publicly disclosed if required by any applicable law or regulation.

Last Amended August 05th 2022