

**RAMCO INDUSTRIES LIMITED** 

**CODE OF CONDUCT FOR  
BOARD OF DIRECTORS  
AND  
SENIOR MANAGEMENT PERSONNEL**

## **CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT PERSONNEL**

*[Under Regulation 17(5) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]*

### **PREAMBLE**

This Code of Conduct is in compliance of the requirements under Regulation 17(5) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

### **PURPOSE**

The purpose of the code is to provide a mechanism for disclosures leading to informed decisions in matters involving business ethics.

### **APPLICABILITY**

This code shall be applicable to the following persons.

- a. Board of Directors
- b. All Senior Management Personnel

### **INTERPRETATIONS**

For the purpose of this code, the term "Senior Management" shall mean the officers and personnel of the listed entity who are members of its core management team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors) and shall specifically include the functional heads, by whatever name called and the persons identified and designated as key managerial personnel, other than the board of directors, by the Company.<sup>1</sup>

The word Company shall mean "Ramco Industries Limited."

### **ETHICAL CONDUCT**

#### **HONESTY**

The Directors and Senior Management Personnel shall act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct and use their powers of office, in good faith and in the best interests of the Company as a whole.

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<sup>1</sup> Amended in accordance with the SEBI-LODR Third Amendment Regulations, 2024 dated 12<sup>th</sup> December 2024.

## **CONFIDENTIALITY**

The Directors and Senior Management Personnel shall maintain the confidentiality of information of the Company or that of any customer, supplier or business associate of the Company to which the Company has a duty to maintain confidentiality, except when disclosure is authorised or legally mandated. The use of confidential information for personal advantage or profit is prohibited.

## **PROTECTION AND PROPER USE OF COMPANY'S ASSETS**

The Directors and Senior Management Personnel should protect the Company's assets and property. The company's assets should be used only for legitimate business purposes.

## **COMPLIANCE OF LAWS**

The Directors and Senior Management Personnel shall endeavour to ensure compliance with all applicable laws, rules and regulations applicable to the Company.

## **TRANSPARENCY**

The Company is committed to openness in its dealings with the stakeholders. Transparency and honesty shall be the guiding principles in all the communication activities internally and externally.

## **CONFLICT OF INTEREST**

The Directors and Senior Management of the Company shall not engage in any business, relationship or activity, which may be in conflict with the interest of the Company. A conflict of interest exists where the interest or benefits of one person or entity conflict with the interest or potential benefits of the Company.

## **FAIR COMPETITION**

The Company is committed to free enterprise and fair competition, respecting social responsibilities. Company business must be conducted solely on the basis of merit and open competition. The Company shall hire suppliers, agents or other intermediaries only by fair assessment.

The Company is legally bound to make business decisions in its best interest, and do not engage in anti-competitive activities such as developing understandings or agreements with a competitor which may have a negative impact in a competitive market.

## **CONDUCT**

The Directors and Senior Management Personnel of the Company shall conduct themselves in a manner that upholds their integrity, rectitude and fair name of the Company and give no occasion to the Company to explain their actions or behaviours.

## **INDEPENDENT DIRECTORS**

The duties of Independent Directors shall be as laid down in the Companies Act, 2013.

## **ANNUAL COMPLIANCE REPORTING**

As per Regulation 26 (3) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all Board Members and Senior Management Personnel shall confirm compliance with the code on an annual basis, within 30 days of close of every financial year. The annual report of the Company shall contain a declaration to this effect signed by the Chairman/Chief Executive Officer. The annual compliance report shall be as per the format given in **Annexure – 1**.

If any Director / Senior Management Personnel leaves the Company any time during a financial year, he shall send a communication to the Company affirming compliance of the code till the date of his association with the Company.

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**Annexure – 1**

**CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR  
MANAGEMENT PERSONNEL**

**ANNUAL COMPLIANCE REPORT\***

I, \_\_\_\_\_ do hereby solemnly affirm that to the best of my knowledge and belief, I have fully complied with the provisions of the CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT PERSONNEL during the financial year ending 31<sup>st</sup> March, 20\_\_\_\_.

Signature\_\_\_\_\_

Name \_\_\_\_\_

Designation\_\_\_\_\_

Date\_\_\_\_\_

Place\_\_\_\_\_

\*To be submitted on or before 30<sup>th</sup> April each year.