



GOVIND POY OXYGEN LIMITED

CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT OF GOVIND POY OXYGEN LIMITED

Introduction:

This Code of Conduct (“the Code”) shall be called ‘the Code of Conduct for Board Members and Senior Management’ of Govind Poy Oxygen Limited (hereinafter referred to as “the Company”).

Applicability:

The code shall be applicable to:

- The Directors and
- The Senior Management Personnel (i.e. all officials/ employees having equivalent or higher designation than ‘Assistant General Manager’)

Key Requirements:

The Board Members and Senior Management Personnel must act within the authority conferred upon them and in the best interests of the Company and observe the following code of conduct:

Honesty & Integrity:

The Directors and Senior Management personnel shall conduct their activities with honesty, integrity and fairness. They shall act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated. Directors shall act in the best interests of the Company and fulfill the fiduciary obligations.

Conflict of Interest:

The Directors and Senior Management personnel shall not engage in any business, relationship or activity, which may be in conflict of interest of the Company.

In case there is likely to be a conflict of interest, he/she should make full disclosure of all facts and circumstances thereof to the Board of Directors and the approval of the Board is required to be obtained.

Other Directorships:

The Company feels that serving on the Board of Directors of other Competitor companies may raise substantial concerns about potential conflict of interest and therefore, all Directors must report / disclose such relationships to the Board on an annual basis.



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Confidentiality of Information:

Any information concerning the Company's business, its customers, suppliers etc., which is not in the public domain and to which the Directors and Senior Management personnel have access or possess such information, must be considered confidential and held in confidence, unless authorized to do so and when disclosure is required as a matter of law.

Protection of Assets:

Directors and Senior Management personnel must protect the Company's assets and information and shall not use these for personal use, unless approved by the Board.

Periodic Review:

Once in every year or upon revision of this Code, every Director must accord consent to comply and the Senior Management personnel must give an undertaking for compliance of the same.

New Directors shall accord their consent while joining the Board and New Senior Management personnel shall give an undertaking at the time when their employment begins.

Code for Independent Directors:

The Independent Directors, in addition to the compliance with this Code, shall also comply with the Code for Independent Directors as per Section 149(8) of the Companies Act, 2013 and Schedule IV of the Companies Act, 2013.

Enforcement of Code of Conduct

Each Board Member and Senior Management Personnel shall be accountable for complying with the Code.

Penalty for breach of the Code by Senior Management Personnel / the Board members shall be determined by the Audit Committee of the Board of Directors.

Amendment(s) of the Code:

The Code may be amended from time to time by the approval of the Board of Directors of the Company.

The Code as amended from time to time shall be disclosed by the company on its website.