



## **SIS LIMITED**

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

## 1. Overview

### 1.1 Preface

This Code of Conduct for the Board of Directors, Key Managerial Personnel and the Senior Management Personnel (hereinafter referred to as "the Code") has been framed and adopted by SIS Limited ("the Company") in compliance with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"). This Code is intended to provide guidance to the Board of Directors, Key Managerial Personnel and Senior Management Personnel to manage the affairs of the company in an ethical manner. The purpose of this code is to recognize and emphasize upon the ethical behaviour and to develop a culture of honesty and accountability.

This Code of Conduct attempts to set forth the guiding principles on which the Company and its Board, Key Managerial Personnel and Senior Management shall operate and conduct themselves with stakeholders, government and regulatory agencies, media and anyone else with whom it is connected.

### 1.2 Definitions

In this Code, unless repugnant to the meaning or context thereof, the following expressions, wherever used in this Code, shall have the meaning as defined below:

**"Board/ Directors"** means the Board of Directors of the Company.

**"Company"** means SIS Limited.

**"Conflict of Interest"** means where the interests or benefits of one person or entity conflict with the interests or benefits of the Company.

**"Executive Directors/ Whole-time Directors"** means and include Chairman, Managing Director and other Directors who are in whole-time employment of the Company.

**"Independent Directors"** means an Independent Director as per the provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended from time to time).

**"Key Managerial Personnel"** means

- (i) Managing Director;
- (ii) Chief Executive Officer;
- (iii) Whole-Time Director;
- (iv) Chief Financial Officer; and

(v) Company Secretary.

**“Non-Executive Directors”** means the Directors who are not in whole time employment of the Company.

**“SIS Group”** means the Company and its subsidiaries, joint ventures and associate entities.

**“Senior Management”** means the officers and personnel of the Company who are members of its core management team excluding Board of Directors and include all members of the management one level below the Chief Executive Officer/ Managing Directors/ Whole-Time Director/ Manager (*including Chief Executive Officer and Manager, in case they are not part of the Board of Directors*) as well as functional heads, and the persons identified and designated as key managerial personnel, other than the board of directors, by the Company.

### **1.3 Applicability**

This Code shall be applicable to the Board of Directors, Key Managerial Personnel and the Senior Management Personnel of the Company and SIS Group. The Directors, Key Managerial Personnel and Senior Management Personnel should continue to comply with other applicable/ to be applicable policies, rules and procedures of the Company.

## **2. Principles of the Code**

The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall act within the authority conferred upon them, in the best interests of the Company and observe the following:

### **2.1 Conduct**

- a. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall act honestly, ethically, in good faith and in the best interest of the Company/SIS Group and to fulfil their fiduciary obligations.
- b. While carrying out the duties, the Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall ensure that it is executed in terms of the authorizations granted and within the limits prescribed under the relevant policies, codes, guidelines and other directives issued by the Board of Directors or Committee of Directors of the Company, from time to time.
- c. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall neither receive nor offer or make, directly or

indirectly, any illegal payments, remuneration, gifts, donations or comparable benefit

- d. s which are intended to or perceived to obtain business or uncompetitive favours for the conduct of its business except accepting a gift or entertainment if warranted by the accepted ethical customs and practices.
- e. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall refrain from indulging in any discriminatory practice or behaviour based on race, colour, sex, age, religion, ethnic or national origin, disability or any other unlawful basis.
- f. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall conduct themselves in a professional, courteous and respectful manner and shall not take any improper advantage of their position.
- g. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall use the Company's/ SIS Group assets, property, proprietary information and intellectual rights for business purposes of the Company/SIS Group and not for any personal benefits or gains.
- h. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall maintain confidentiality of the information that is entrusted upon them for carrying on their respective responsibilities and duties and shall not use the same for personal benefits or gains.
- i. The Directors and Employees shall comply with the applicable anti-corruption and antibribery laws and they shall not indulge in any act or practice which results into breach of such laws.

## **2.2 Compliance**

- a. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall ensure compliance of various legal/ regulatory requirements as applicable to the business of the Company/SIS Group and endeavour that before any directions are given or decisions taken, relevant legal/ regulatory requirements are taken into account.
- b. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall report concerns about unethical behaviour, actual or suspected instances of fraud, misconduct or irregularity or failure of internal control system, likely to impact the business interest of the Company/ SIS Group or any other information that may be perceived to be violating any legal/ regulatory requirements as per the Whistle-blower Policy of the Company.

### **2.3 Conflict of Interests**

- a. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall not enter into any transaction which is or may likely to have a conflict with the interest of the Company/ SIS Group and shall not engage any of its relative(s), or any other person or entity, for the purposes of circumventing the personal interest involved.
- b. The Board of Directors, Key Managerial Personnel and the Senior Management Personnel shall not take up any position or engagement that may be prejudicial to the interest of the Company/ SIS Group.
- c. The Executive Director(s), Key Managerial Personnel and the Senior Management Personnel shall not take up any outside Employment.

### **3. Duties and Responsibilities**

The Companies Act, 2013 (“the Act”) and SEBI Listing Regulations prescribe a comprehensive framework outlining the duties and responsibilities of the Directors either individually or collectively as the Board. The list of duties stipulated under the Act and SEBI Listing Regulations, are enumerated below:

- a. The Directors should devote sufficient time and attention in respect of their professional obligations as Director to enable informed and balanced decision making and the Directors should act in accordance with the articles of association of the Company and 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
- b. The Directors should have a clear understanding of the aims and objectives, capabilities and capacity and various policies of the Company.
- c. The Directors should exercise their duties with due and reasonable care, skill and diligence.
- d. The Directors should not seek to obtain, nor attempt to obtain, any undue gain or advantage for themselves, their relatives, partners, or associates. In the event a Director is found to have secured any such undue benefit, he/ she shall be liable to reimburse the Company an amount equivalent to the gain so obtained.
- e. The Directors should be required to intimate the change in the directorships held within thirty days of such change.

- f. The Directors should bring an independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standard of conduct and an objective view in the evaluation of the performance of the Board and the Management.
- g. The Directors should ensure that the integrity of financial information and that financial controls and the systems of risk management are robust and defensible.
- h. The Directors should seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice.
- i. The Directors should strive to attend and participate constructively and actively, in all general meetings, meetings of the Board and its committees of which they are Chairman or member.
- j. The Directors should not assign his office of director of the company to another person.
- k. The Board of Directors should be responsible for the following duties and responsibilities, including but not limited to the following:
  - a. Providing strategic direction to the Company, ensuring effective supervision of management functions, and remaining accountable to the Company and its shareholders.
  - b. Establishing and upholding a corporate culture and value system that guide the conduct of executives and employees across the organisation and its subsidiaries.
  - c. Acting on a fully informed basis, in good faith, with diligence and care, and in the best interests of the Company and its shareholders.
  - d. Promoting and supporting ongoing training and development of directors to ensure they remain informed and effective in discharging their duties.
  - e. Ensuring that the interests of all shareholder groups are considered and treated equitably, especially where decisions may impact them differently.
  - f. Upholding high standards of integrity and taking into account the interests of all stakeholders in the decision-making process.
  - g. Exercising independent judgement in all matters relating to the Company's affairs, free from personal interests or undue influence.
  - h. Ensuring that, where potential conflicts of interest may arise, appropriate delegation is made to a sufficient number of non-executive directors capable of exercising objective and independent judgement.
  - i. Encouraging constructive and positive thinking without allowing excessive optimism that may result in misjudged or unrecognised risks.

- j. Maintaining the ability to critically review and challenge management assumptions underlying corporate strategy, key initiatives (including mergers and acquisitions), risk appetite, and other focal areas of the Company.
- k. Ensuring that, where committees are constituted, their mandates, composition, and operating procedures are clearly defined, documented, and appropriately disclosed.
- l. Ensuring that all directors are able to allocate sufficient time and attention to effectively discharge their responsibilities.
- m. Facilitating access to accurate, relevant, and timely information necessary for informed decision-making.
- n. Supporting the effective participation of Independent Directors, both on the Board and in its committees, by ensuring they are provided with adequate information, access, and resources.
- o. Ensuring that members of the Board of Directors and Key Managerial Personnel disclose to the Board whether they, directly, indirectly, or on behalf of third parties, have a material interest in any transaction or matter directly affecting the Company.
- p. Ensuring that the Board of Directors and senior management conduct themselves in a manner that meets stakeholder expectations for operational transparency, while simultaneously upholding the confidentiality of sensitive information, thereby fostering a culture of responsible and effective governance.

#### **4. Code for Independent Directors specifying their Duties**

A guide to professional conduct for Independent Directors is separately specified under the Act, in Schedule IV – “Code for Independent Directors”, which lays down the guidelines of professional conduct for Independent Directors, their role, duties, along with appointment/ reappointment process, evaluation mechanism and requirement for separate meetings of Independent Directors, which is appended as **Annexure-I** to this Code.

#### **5. Amendment to the Code**

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

#### **6. Affirmation of Compliance with the Code**

All the Board Members, Key Managerial Personnel and the Senior Management Personnel of the Company shall affirm compliance with this Code no later than April 30 of every year in respect of the preceding financial year.

## **CODE FOR INDEPENDENT DIRECTORS**

**(As per Schedule IV to the Companies Act, 2013)**

The Code is a guide to professional conduct for independent directors. Adherence to these standards by independent directors and fulfilment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators and companies in the institution of Independent Directors.

### **I. Guidelines of professional conduct:**

An independent director shall:

- (1) uphold ethical standards of integrity and probity;
- (2) act objectively and constructively while exercising his duties;
- (3) exercise his responsibilities in a bona fide manner in the interest of the company;
- (4) devote sufficient time and attention to his professional obligations for informed and balanced decision making;
- (5) not allow any extraneous considerations that will vitiate his exercise of objective independent judgment in the paramount interest of the company as a whole, while concurring in or dissenting from the collective judgment of the Board in its decision making;
- (6) not abuse his position to the detriment of the company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;
- (7) refrain from any action that would lead to loss of his independence;
- (8) where circumstances arise which make an independent director lose his independence, the independent director must immediately inform the Board accordingly;
- (9) assist the company in implementing the best corporate governance practices.

### **II. Role and functions:**

The independent directors shall:

- (1) help in bringing an independent judgement to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
- (2) bring an objective view in the evaluation of the performance of board and management;
- (3) scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- (4) satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
- (5) safeguard the interests of all stakeholders, particularly the minority shareholders;
- (6) balance the conflicting interest of the stakeholders;



- (7) determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management;
- (8) moderate and arbitrate in the interest of the company as a whole, in situations of conflict between management and shareholder's interest.

### **III. Duties:**

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 behaviour, 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.

### **IV. Manner of appointment:**

- (1) Appointment process of independent directors shall be independent of the company management, while selecting independent directors the Board shall

- ensure that there is appropriate balance of skills, experience and knowledge in the Board so as to enable the Board to discharge its functions and duties effectively.
- (2) The appointment of independent director(s) of the company shall be approved at the meeting of the shareholders.
  - (3) The explanatory statement attached to the notice of the meeting for approving the appointment of independent director shall include a statement that in the opinion of the Board, the independent director proposed to be appointed fulfils the conditions specified in the Act and the rules made thereunder and that the proposed director is independent of the management.
  - 4) The appointment of independent directors shall be formalised through a letter of appointment, which shall set out:
    - (a) the term of appointment;
    - (b) the expectation of the Board from the appointed director; the Board-level committee(s) in which the director is expected to serve and its tasks;
    - (c) the fiduciary duties that come with such an appointment along with accompanying liabilities;
    - (d) provision for Directors and Officers (D and O) insurance, if any;
    - (e) the Code of Business Ethics that the company expects its directors and employees to follow;
    - (f) the list of actions that a director should not do while functioning as such in the company; and
    - (g) the remuneration, mentioning periodic fees, reimbursement of expenses for participation in the Boards and other meetings and profit related commission, if any.
  - (5) The terms and conditions of appointment of independent directors shall be open for inspection at the registered office of the company by any member during normal business hours.
  - (6) The terms and conditions of appointment of independent directors shall also be posted on the Company's website.

#### **V. Re-appointment:**

The re-appointment of independent director shall be on the basis of report of performance Evaluation and subject to the provisions of Companies Act, 2013 and SEBI regulations.

#### **VI. Resignation or Removal:**

- (1) The resignation or removal of an independent director shall be in the same manner as is provided in sections 168 and 169 of the Act.
- (2) An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within three months from the date of such resignation or removal, as the case may be.
- (3) Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not be applicable.

## **VII. Separate Meetings:**

- (1) The independent directors of the company shall hold at least one meeting in a financial year, without the attendance of non-independent directors and members of management;
- (2) All the independent directors of the company shall strive to be present at such meeting;
- (3) The meeting shall:
  - (a) review the performance of non-independent directors and the Board as a whole;
  - (b) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors;
  - (c) assess the quality, quantity and timeliness of flow of information between the Company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

## **VIII. Evaluation mechanism:**

- (1) The performance evaluation of independent directors shall be done by the entire Board of Directors, excluding the director being evaluated.
- (2) On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the independent director