



**GANESH BENZOPLAST LIMITED**

**CODE OF CONDUCT FOR  
DIRECTOR & SENIOR MANAGEMENT**



**CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR  
MANAGEMENT PERSONNEL**  
*[Under Regulation 17(5) of SEBI (Listing Obligations and Disclosure Requirements)  
Regulations, 2015]*

**A. INTRODUCTION**

This Code of Conduct (“Code”) has been adopted by the Board of Directors to maintain the standard of business conduct for GANESH BENZOPLAST LIMITED (“the Company”) and to ensure compliance with the requirements under Regulation 17(5) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

This Code shall be applicable and binding to the Board of Directors and the Senior Management Personnel of the Company.

**B. 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:

- a) **"Board/Directors"** shall mean the Board of Directors of the Company.
- b) **"Company"** shall mean Ganesh Benzoplast Limited (GBL).
- c) **"Conflict of Interest"** means where the interests or benefits of one person or entity conflicts with the interests or benefits of the Company.
- d) **"Executive Directors/Whole time Directors"** shall mean and include Company’s Managing Director and Directors who are in whole time employment of the Company.
- e) **"Independent Directors"** shall mean an Independent Director as per the provisions of the Companies Act, 2013 and Listing agreement (as revised from time to time).
- f) **"Non - Executive Directors"** shall mean the Directors who are not in whole time employment of the Company.
- g) **"Senior Management Personnel"** shall mean personnel of the company who are members of its core management team excluding Board of Directors. Normally, this shall comprise all members of management one level below the Executive Directors, including all functional heads and all employees at Manager Position and above.



### **C. APPLICABILITY**

The Directors and Senior Management Personnel should continue to comply with other applicable / to be applicable policies, rules and procedures of the Company.

### **D. PRINCIPLES AND CONDUCT**

#### **1) Honest and Ethical conduct**

The Board of Directors and the Senior Management Personnel shall act honestly, ethically, in good faith and in the best interest of the Company and to fulfill their fiduciary obligations.

#### **2) Professionalism**

The Board of Directors 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.

#### **3) Compliance with law**

The Board of Directors and the Senior Management Personnel shall ensure compliance of various legal/regulatory requirements as applicable to the business of the Company and endeavour that before any directions are given or decisions taken, relevant legal/regulatory requirements are taken into account.

#### **4) Loyalty in employment**

In consideration of employment with the Company, Executives to devote their full attention to the business interests of the Company. Officers are prohibited from engaging in any activity that interferes with their performance or responsibility to the Company or is otherwise in conflict with or prejudicial to the Company.

#### **5) Other Directorships**

The Company feels that serving on the Boards of other direct competitor Companies may raise substantial concerns about potential conflict or interest. All Officers must report / disclose their relationship with other Companies to the Board and as and when there is a change therein.

#### **6) Conflict of interest**

The Board of Directors and the Senior Management Personnel shall not engage in any business, relationship or activity, which may detrimentally conflict with the interest of company. The Directors disclosure of interest under Section 184 of the Companies Act, 2013 shall be treated as sufficient compliance under this clause.



## **7) Insider Trading**

The Board of Directors and the Senior Management Personnel shall have to comply with the Code of Conduct for Prevention of Insider Trading adopted by the Company.

## **8) Equal opportunities within the Company**

The Board of Directors and the Senior Management Personnel shall ensure that equal opportunities are provided to all employees of the Company and all qualified applicants for employment, without regard to their race, caste, religion, color, ancestry, marital status, sex, age & nationality and that no discrimination or exploitation is done in this regard.

## **9) Health, safety and environment**

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

## **10) Protection of Assets**

The assets of the Company should be employed for the purpose of conducting the business for which they are duly authorized and they should not be misused.

## **11) Whistle Blower Policy**

The Board of Directors and the Senior Management Personnel shall report concerns about unethical behavior, actual or suspected instances of fraud, misconduct or irregularity or failure of internal control system, likely to impact the business interest of the Company or any other information that may be perceived to be violating any legal/regulatory requirements as per the Whistle-blower Policy of the Company

## **12) Related Party Transaction**

Any transaction falling under the definition of related party transactions as per the provisions of the Companies Act, 2013 and the Listing Agreement and as detailed in the Related Party Transaction Policy of the Company must be entered into by the Director or the Senior Management Personnel only after obtaining prior approval of the Board or any Committee thereof.

## **13) Fair Dealing**

In carrying out their duties and responsibilities, they should endeavor to deal fairly and should promote fair dealings by the Company, its employees and agents, with customers, suppliers and employees.



#### **14) Confidentiality**

The Board of Directors 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.

#### **15) Reporting concerns**

The Officers shall promptly report to the management any actual or possible violation of this Code, or an event he or she becomes aware of that could affect the business or reputation of his/her or company.

#### **E. VIOLATION OF THE CODE**

The Company will take appropriate action against any Officer whose actions are found to violate the code or any other policy of the Company. Disciplinary action may include immediate termination of employment at the Company's sole discretion. In case the Company has suffered any losses, it may pursue for recovery of such losses against the individuals or entities responsible. The Company Secretary shall act as a Compliance Officer and shall monitor compliances with the Chairman and Managing Director of the Company.

#### **F. 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.

#### **G. PERIODIC REPORTING OF COMPLIANCE**

All the Board Members and the Senior Management Personnel shall affirm compliance with this Code on an annual basis at the end of financial year of the Company.

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#### **DISCLAIMER**

The Code of Conduct is a statement of certain fundamental principles, ethics, values, policies and procedure that govern the Officers of the Company in the conduct of the Company's business. It is not intended to and does not create any rights in any way in clients, suppliers, shareholders and any other person or entity.



## **CODE FOR INDEPENDENT DIRECTORS**

**(As per Schedule IV of Companies Act, 2013)**

### **1. GENERAL PROVISIONS**

This Code is a professional conduct guideline for Independent Directors on the Board of Directors of the Company. Adherence to these standards by Independent Directors and fulfillment of their responsibilities in a professional and faithful manner will enhance the Company's governance and management efficiency, improve its image and contribute to the overall growth of the Company's shareholders value.

### **2. 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 practice;



### **3. ROLE AND FUNCTIONS**

The Independent Directors shall:

- (1) help in bringing an independent judgment 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) scrutinize 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.

### **4. 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 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.

## **5. 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 there under and that the proposed Director is independent of the management.



- (4) The appointment of Independent Directors shall be formalized 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.

## **6. RE-APPOINTMENT**

The re-appointment of Independent Director shall be on the basis of report of performance evaluation conducted by the Nomination and Remuneration Committee of the Board and the Board itself.

## **7. 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 Companies Act, 2013.
- (2) An Independent Director who resigns or is removed from the Board of the Company shall be replaced by a new Independent Director within a period of not more than 180 (one hundred and eighty days ) 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 apply.



## **8. SEPARATE MEETINGS**

- (1) The Independent Directors of the Company shall hold at least one meeting in a 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.

## **9. 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.