

CODE OF CONDUCT

It is the policy of the Company to conduct all its business in ethical and legal manner and adhering to the standards of integrity, fair dealing and good Corporate Governance. All the Directors and Senior Management of the Company shall comply with the Code of Conduct adopted by the Board.

Violations of law, or of this code must be reported immediately to the Managing Director of the Company in Writing.

“Senior Management” shall mean personnel of the Company who are the members of its core management team, excluding the Board of Directors. This would comprise of all members one level below the Executive Directors, including all functional heads.

Every Officer shall act within the authority conferred upon him/her by the Company and applicable laws, keeping the best interests of the Company and adhere to the following Code of Conduct of the Company:

- Shall act with professionalism, integrity, due care and diligence, good faith and in ethical standards;
- Shall act honestly and use their powers of office, in good faith and in the best interests of the Company as a whole.
- Shall not make improper use of information nor take improper advantage of their position as a member of Senior Management.
- Shall not discriminate employees based on colour, religion, caste or gender;
- Shall ensure the confidentiality of information they receive whilst being in office and only disclose if authorised by the Company, or the person from whom the information is provided, or as required by law.
- Shall not allow their personal interest conflict with the interest of the Company. In the event of there being a conflict of interest and duty, they should make full disclosure of all facts and circumstances thereof to the Board of Directors;
- Shall not participate in any decision making process on a subject matter in which a conflict of interest exists, or is likely to exist, such that an independent judgement of the Company's best interest cannot be exercised.
- Unless specifically permitted by the Managing Director of the Company, shall not hold any positions or jobs or directorships, or engage in any other business or interests, that are prejudicial to the interests of the Company.
- Every Officer shall protect the Company's assets including physical assets, intangible assets, information, intellectual rights and shall not use the same for personal gain.
- Shall not commit any offence involving moral turpitude.
- Unless specifically authorised by the Company, shall not disclose Company and business information to public constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.

For RADIANCE REALTY DEVELOPERS INDIA LTD.



Managing Director

- Shall ensure that their actions in the conduct of business are totally transparent, except where the needs of business security dictate otherwise.
- Every Officer should strive for optimum utilisation of available resources. They shall exercise care to ensure that costs are reasonable and there is no wastage.
- All the members shall follow all prescribed safety and environmental related norms.
- All the members shall abide by all other applicable laws of the Company.

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

Your obligation of confidentiality shall survive termination or cessation of your employment with the Company.

This Code, and any amendment thereto, shall be posted on the website of the Company.



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Managing Director