

MODEL CODE OF CONDUCT

BOARD MEMBERS AND THE SENIOR MANAGEMENT

INTRODUCTION

This code of conduct has been adopted by M/s Integrated Capital Services Limited to comply with the applicable rules of the stock Exchanges where securities of the company are listed i.e., The Stock Exchange of Delhi, Madras, Jaipur, Ahmedabad.

The purpose of this code of conduct (the “code”) is to conduct the business of the company in accordance with the applicable laws, regulations, rules and with the highest standards of ethics and values. The matters covered in this code are of utmost importance to the company, shareholders and other stakeholders.

This code shall come into force with immediate effect. Each and Every Director/Officer (as defined herein below) shall be duty-bound to follow the provisions of this code in letter and spirit. Any instance of non-compliance of any of the provisions shall be a breach of ethical conduct and shall be viewed seriously by the company.

Accordingly, the Director/ Officers (as defined herein below) are expected to read and understand this code and uphold these standards in their business dealings and activities.

I. APPLICABILITY

This code of conduct applies to the following:

1. All members of the Board of Directors of the company; (herein referred to as the “**Directors**”)
2. (a) Chief Executive Officer;
(b) Company Secretary
(c) Head of finance function (by whatever designation called);
(d) All departmental/Functional heads of different functions of the company (hereinafter referred to as “**Officers**”)



II. HONEST AND ETHICAL CONDUCT

We expect all the Directors/ Officers to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct, while working at the Company's premises, at offsite locations, at company's sponsored business and social events, and /or at any other place where the directors/Officers represent the company.

We consider honest conduct to be conduct that is free from fraud and/or deception. We consider ethical conduct to be confirming to the accepted professional standards of conduct. Ethical conduct includes ethical handling of actual or apparent conflicts of interest as specified in III below between personal and professional relationships.

III. CONFLICTS OF INTEREST

Duty of the Directors/Officers of the company demands that he avoids and discloses actual and apparent conflicts of interest. A conflict of interest exists where the interest or benefits of one person or entity conflict with the interest or benefits of the company. For example:

- A. Employment / Outside Employment:** In consideration of employment with the Company, Officers are expected to devote their full attention to the business interest of the Company. Officers are prohibited from engaging in any activity that interferes with their performance or responsibilities to the company, or otherwise in conflict with or prejudicial to the Company.
- B. Outside Directorships:** It is a conflict of interest to serve as a Director of any company that competes directly with the company. Director/officers must first obtain approval from the company's Board of Directors before accepting such Directorship. Further each Director/ Officer shall inform the Board of any changes in their Board Positions, relationship with other business (including Charitable).
- C. Business Interests:** If any Director/Officer is considering investment in the business of competitors of the Company, he or she must first take care to ensure that these investments do not compromise on their responsibilities towards the company. Before



- making substantial investment in the business of the competitor, the Director/Officer shall take permission from the Board of Directors of the company. Substantial Investment shall mean any Investment over Rs. 50.00 Lacs for Directors and Rs. 5.00 Lacs for officers.
- D. Related Parties:** As a general rule, Director/Officers, before conducting company business with a relative and/or with a business in which a relative is associated in any significant role, must disclose their interest before the Board of Directors of the company. Relatives include Spouse, Siblings, Sibling's Spouse, Children, Children's Spouse, Parents, Grandparents, Grandchildren and step relationships.
- E. Corporate Opportunities:** Directors/Officers shall not exploit for their own personal gain, opportunities that are discovered through the company property, information or position, unless the opportunity is first disclosed in writing to the company's Board of Directors.
- F. Other Situations:** Because other conflict of interest may arise, it would be impractical to attempt to list all possible situations. If a proposed transaction or situation raises any questions or doubts, Directors/Officers must consult the Company's Chairman and/or the Board of Directors.

IV. COMPLIANCE WITH GOVERNMENTAL LAWS, RULES AND REGULATIONS

Directors/ Officers must comply with all applicable governmental laws, rules and regulations. Directors/ Officers must acquire appropriate knowledge of the legal requirements relating to their duties sufficient to enable them to recognize potential dangers, and to know when to seek advice from the Finance and/or Legal Department.

Violation of applicable governmental laws, rules and regulations may subject Directors/ Officers to individual criminal and/or civil liability. Such individual violations may also subject the company to Civil and/or Criminal liability and/or the loss of business.

V. CONFIDENTIAL INFORMATION

Directors/Officers are required to maintain the confidentiality of all confidential information that they receive or become privy to in connection with the company's



business, except when disclosure is authorized or legally mandated. Confidential Information includes all nonpublic information that might prejudice the ability of the company to pursue certain objectives, be of use to competitors or harm the company, its suppliers or its advertisers, if disclosed. Confidential information also includes any information relating to the company's business and affairs that results in or would reasonably be expected to result in a significant change in the market value of the company's securities or any information a reasonable investor would consider important in making an investment decision. Directors/Officers must not use confidential information for their own advantage or profit directly or indirectly.

VI. DISCLOSURES

Company's policy is to provide full, fair, accurate, timely and understandable disclosures in reports and documents that Company file with, or submit to the stock exchange, SEBI and/or any other government agency and in all other public communications made by the Company. Company's management has the general responsibility for preparing such filings and communications and shall ensure the same shall conform to all applicable laws and regulations.

VII. VIOLATIONS OF THE CODE

Part of the Director/Officer's job and of his or her ethical responsibility, is to help enforce this code. Director/Officer's should be alert to possible violations. Reprisal, threat, retribution or retaliation against any person who has, in good faith, reported a violation or suspected violation of law, this code or other company policies, or against any person who is assisting in any investigation or process with respect to such violation is to be avoided.

Actual violations of law, this code, or other company policies or procedures should be promptly reported to the legal/HR Department.

VIII. WAIVERS AND AMENDMENTS OF THE CODE

We are committed to continuously reviewing and updating our policies and procedures.

Therefore, this code is subject to modification. Any amendment or waiver of any provision of this code must be approved by the Company's Board of Directors and promptly disclosed on the Company's website and in applicable regulatory filings pursuant to applicable laws and regulations, together with details about the nature of the amendment or waiver



IX. NO RIGHTS CREATED

The code of conduct is the statement of certain fundamental principles, ethics, values, policies and procedures that govern the directors and senior management of the company in the conduct of the Company's business. It is not intended to and does not create any rights in an employee, customer, client, supplier, competitor, shareholder or any other person or entity.

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