

# Genus Power Infrastructures Limited

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## Code of Business Ethics and Responsibility

### INTRODUCTION

Genus Power Infrastructures Limited (the “Company” or “Genus”) aims to act with responsibility, accountability and transparency as in today’s world these are necessary ingredient for inclusive growth of an Organisation and Society, where it operates. The Company understands the significance of doing business with business ethics and creating the long-term value and trust that are critical to sustainable growth. Good governance is fundamental to conduct business with responsibility across our operations.

The Company has designed the Code of Business Ethics and Responsibility (the “Code”) with the following objectives:

- (i) To promote the highest ethical standards and a commitment across all our operations;
- (ii) To prevent, detect, report and address any allegation of misconduct; and
- (iii) To comply with applicable laws and standards.

### APPLICABILITY

The Code extends to cover not only Genus’s employees, but also the Shareholders, Group Companies, Joint Ventures, Clients, Suppliers, Contractors, NGOs and other associated persons/companies, to the extent possible and reasonable given Genus's level of participation.

Mainly the following must follow the Code:

- Every employee and officer in every Genus wholly-owned entity and in joint ventures (JVs) to the extent possible and reasonable given Genus's level of participation.
- Every shareholder in the exercise of their ownership rights.
- Executive Directors and Management in the exercise of their administrative and management functions in relation to Employees, Suppliers, Clients, Competitors and civil society.
- Non- Executive Directors including Independent Directors to such extent as may be applicable depending on their respective roles and responsibilities

It is most important that everyone must be familiar with the legal requirements related to his positions, roles and responsibilities. First and foremost, the legal requirements must be complied with. Where there is a difference between a legal requirement and the Code, always apply the most rigorous standard. In case there are any questions/doubts about this, HR/Legal/Compliance-team must be contacted.

### GUIDING PRINCIPLES

- **Operate with Ethics, Transparency and Accountability:**
  - Apply principles of ethics and transparency in every activity/operations.
  - Make sure that all activities are carried out in an ethical and responsible manner.
  - Not permit any form of bribery.
  - Not permit any form of corruption.
  - Strict compliance in and by the Company with applicable legislation, as well as with the Articles of Association of the Company.

- **Operating safely, responsibly and reliably:**

The Company is committed to safety, protecting the environment and respecting the communities, in which it operates. The Company's goals with regard to health, safety, security and environment (HSSE) are:

- No accidents;
- No harm to people;
- No damage to the environment; and
- Providing goods and services that are safe and contribute to sustainability throughout their life cycle.
- Reduce energy and water usage during sourcing/production/ distribution of the Company's products/services/solutions.
- Reduce energy and water consumption during usage of goods and services by consumers.
- Maintain sustainable relationship with vendors/suppliers.
- Support and promoting local and small vendors/manufacturers.
- Constantly promote mechanism to recycle products and waste.

- **Promoting the well being of all employees:**

The Company considers its employees the most important link of our success. Toward promoting the well being of all employees, the Company is committed to-

- Treat employees with dignity, respect and justice, taking into consideration their different cultural sensitivities.
- Not discriminate against employees on the grounds of race, religion, age, nationality, sex or any other personal or social condition different from the conditions of merit and capacity.
- Not permit any form of violence, harassment or abuse at the workplace.
- Promote the professional development, training and promotion of employees.
- Link remuneration and the promotion of employees to their conditions of merit and capacity.
- Establish and communicate clear criteria and rules which maintain a balance between the rights of the company and those of employees in hiring processes and in the separation thereof, even in the case of a voluntary change in employee.
- Guarantee health and safety on the job, taking any such measures as are considered reasonable to maximize prevention of occupational risk.
- Look to reconcile work at the company with the personal and family life of employees.
- Look to achieve the occupational integration of persons with incapacities or handicaps, eliminating barriers of all kinds in the ambit of the company in order to achieve insertion.
- Facilitate the participation of employees in the social action programmes of the company.

- **Responsibility toward Disadvantaged, vulnerable and marginalized stakeholders:**

- Identify disadvantaged, vulnerable and marginalised stakeholders.
- Respect their interests.
- Engage with them.
- Improve access and quality of education.
- Contribute to their sustainable growth
- Create jobs and invest in resources them self-confident & self-reliant.

- **Respecting and promoting human rights**

- Treat everyone with dignity, respect and justice, taking into consideration their different cultural sensitivities.
- Not discriminate against any people on the grounds of race, religion, age, nationality, sex or any other personal or social condition different from the conditions of merit and capacity.

- Not permit any form of violence, harassment or abuse at the workplace.
- Not permit child labour and forced labour at the workplace.
- Assurance of health and safety,
- Take all measures as are considered reasonable to maximize prevention of occupational risk.
  
- **Working ethically or legally with Business Partners:**
  - Work with our business partners in an honest, respectful and responsible way.
  - Promote ethical or legal business practices.
  
- **Working together with governments and trade associations:**
  - Work together with governments and communities to contribute to sustainable growth, create jobs and invest in people.
  - Work together with trade and other associations engaged in influencing public and regulatory policy for the advancement and improvement of business environment to achieve sustainable growth and create more employment opportunities for society
  
- **Supporting inclusive growth and equitable development**
  
- **Engaging with and providing value to our customers and consumers**
  - Provide goods and services that are safe and provide additional value.
  - Reduce energy and water consumption during usage of goods and services by consumers.
  - Maintain sustainable relationship with customers and consumers.
  - Develop and maintain system to response customers and consumers grievances, in time.
  
- **Responsibility toward our assets and financial discipline :**
  - Protect and enhance shareholder value,
  - Take care of our assets and resources
  - Be honest and transparent about our operations and performance.

Above all, please keep in mind that the Code is only a starting point. It cannot address every situation and is no substitute for using good judgment and doing the right thing.

#### **CONFLICT BETWEEN LAWS AND POLICY/CODE**

In case of any conflict between the prevailing laws/rules/regulations and this policy, the prevailing laws/rules/regulations shall prevail. Further, any subsequent amendment / modification in the Listing Regulations, Act and/or applicable laws in this regard shall automatically apply to this code.

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- (Reviewed on March 30, 2019 and Effective from April 01, 2019)
  - (Reviewed on May 28, 2021 and Effective from May 28, 2021)
  - (Reviewed on May 12, 2022 and Effective from May 12, 2022)
  - (Reviewed on May 01, 2023 and Effective from May 01, 2023)