



**CODE OF CONDUCT FOR DIRECTORS, KEY MANAGERIAL PERSONNEL and
SENIOR MANAGEMENT PERSONNEL**

March, 2023

Version 1

CODE OF CONDUCT FOR DIRECTORS, SENIOR MANAGEMENT & EMPLOYEES

1. APPLICABILITY

The purpose of this Code is to enhance integrity, ethics & transparency in governance of the Company and thereby reinforce the trust and confidence reposed in the Management of the Company by the shareholders and other stakeholders. The Directors, KMP and SMP are expected to familiarize themselves with this Code and to understand, adhere to, comply with and uphold the provisions of this Code and the standards laid down hereunder in their day to day functioning. This Code shall come into effect from March 21, 2023.

2. GUIDELINES

The Directors, KMP and SMP must act in good faith and in such manner as they reasonably believe to be in the best interests of the Company. The Directors, KMP and SMP are also expected to:

- a. comply with all applicable laws, regulations, confidentiality obligations and other corporate policies, of the Company.
- b. follow all policies, procedures and internal control systems of the Company.
- c. act honestly, in good faith and in the best interests of the Company.

3. INTEGRITY

All Directors, KMP and SMP of the Company shall conduct their activities on behalf of the Company and on their own behalf, with honesty, integrity and fairness. The Directors of the Company will act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgement to be subordinated. The Directors, KMP and SMP of the Company will act in the best interest of and fulfil their fiduciary obligations to the Company and its shareholders.

4. CONFLICT OF INTEREST

The Directors, KMP and SMP of the Company should not enter into any transaction or engage in any practice, directly or indirectly, that would tend to influence him/her to act in any manner other than in the best interests of the Company. Every Director, KMP and SMP should make a full disclosure to the Board of any transaction that they reasonably expect, could give rise to actual conflict of interest with the Company and seek Board authorization to pursue such transaction.

5. COMPANY PROPERTY

Every Director, KMP and SMP should endeavor to ensure that they use the Company's assets, proprietary information and resources only for legitimate business purpose of the Company and not for

personal gains.

6. CONFIDENTIAL INFORMATION

The Directors, KMP and SMP should maintain confidentiality of information entrusted to them in carrying out their duties and responsibilities. The matters discussed at the Board/ Committee Meetings must not be disclosed outside appropriate and reasonable circles. The Company's confidential information and proprietary information shall not be inappropriately disclosed or used for personal gain or advantage of any Director. These obligations apply not only during a Directors term, but thereafter as well unless the said information becomes public.

7. GIFTS, DONATIONS & ENTERTAINMENT

The Directors, KMP and SMP shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits which are intended to or perceived to obtain business or uncompetitive favours for the conduct of its business. However, the Directors, KMP and SMP may accept and offer nominal gifts, which are customarily given and are of a commemorative nature, for special events.

8. FAIR DEALING

The Directors, KMP and SMP should endeavor to deal fairly and not seek to take unfair advantage of the Company through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or other unfair dealing.

9. SAFETY

The Directors, KMP and SMP shall respect safety and health of all employees and provide working conditions, which are safe and healthy.

10. EQUAL OPPORTUNITIES

The Directors, KMP and SMP shall endeavor to provide equal opportunities to all employees and aspirants for employment in the Company irrespective of gender, caste, religion, race or colour, merit being the sole differentiating factor. The Directors, KMP and SMP shall prevent and redress sexual harassment at work place and institute good employment practices.

11. NON-COMPETE

The Directors, KMP and SMP shall not take up directly or indirectly any activities competing with the

business of the Company.

12. CORDIAL RELATIONS

The Directors, KMP and SMP shall endeavor to make all efforts to establish cordial relationships with all stakeholders of the Company with whom they interface while carrying out their duties for the Company and would try to make positive contributions to the communities in which they perform such duties.

13. COMPLIANCE WITH LAWS AND REGULATIONS

In carrying out their duties and responsibilities, Directors, KMP and SMP comply and endeavor to ensure that the management is causing the Company to comply with applicable laws, rules and regulations.

The Directors, KMP and SMP should comply with all applicable laws, rules and regulations for the time being in force. In addition, if any Director becomes aware of any information that he believes constitutes evidence of a material violation of any laws, rules or regulations applicable to the Company or operation of its business, by the Company, any employee or another Director, then such Director should bring such information to the attention of the Chairman of the Audit Committee.

14. DUTIES OF DIRECTORS

Every Director of the Company shall endeavor to comply with the provisions of Section 166 of the Companies Act, relating to the duties of directors.

In addition, Independent Directors shall also perform the duties as prescribed in Schedule IV of the Companies Act, 2013, as amended from time to time.

15. NON-COMPLIANCE

Suspected violations of this Code may be reported to the Chairman of the Board or the Chairman of the Audit Committee. All reported violations shall be appropriately investigated. Any waiver of this Code must be approved by the Board of Directors and publically disclosed if required by any applicable law.

16. DISCLOSURE

All Director, KMP and SMP shall acknowledge receipt of this Code or any modification thereto, in the acknowledgement form as at **Annexure – I(a)** and forward the same to the Company Secretary indicating that they have received, read, understood and agreed to comply with the Code. Further, the

Board Member, KMP and SMP shall also affirm the compliance with the Code on annual basis in the form as at **Annexure –I(a)**

Annexure – I(a)

DECLARATION

To,

The Company Secretary

SATYA Micro Housing Finance Private Limited

DPT 519, 5th Floor, DLF Prime Tower, Block- F, Okhla Phase-1, New Delhi, 110020

Dear Sir/ madam

I, Mr./Mrs./Ms. _____, (designation) have received and read the Company's Code of Conduct for Directors, Key Managerial Personnel and Senior Management Personnel ("this Code"). I have understood the provisions and policies contained in this Code and I agree to comply with this Code.

Signature:

Name:

Designation:

Place:

Date: