



**CMMI Level 5 Company**

**CES Limited**

Reg office: 7<sup>th</sup> Floor Ramky  
Selenium Building,  
Nanakramguda ,Gachibowli ,  
Hyderabad - 500032.

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## **Code of Conduct for Board of Directors and Senior Management Personnel**

- Always act in the best interests of the Company and its stakeholders.
- Adopt the highest standards of personal ethics, integrity, confidentiality and discipline in dealing with all matters relating to the Company.
- Apply themselves diligently and objectively in discharging their responsibilities and contribute to the conduct of the business and the progress of the Company, and not be associated simultaneously with competing organizations either as a Director or in any managerial or advisory capacity, without the prior approval of the Board.
- Always adhere and conform to the various statutory and mandatory regulations/guidelines applicable to the operations of the Company avoiding violations or non-conformities.
- Not derive personal benefit or undue advantages (financial or otherwise) by virtue of their position or relationship with the Company, and for this purpose
  - shall adopt total transparency in their dealings with the Company
  - shall disclose full details of any direct or indirect personal interests in dealings/transactions with the Company.
  - shall not be party to transactions or decisions involving conflict between their personal interest and the Company's interest.
- Conduct themselves and their activities outside the Company in such manner as not to adversely affect the image or reputation of the Company.
- Inform the Company immediately if there is any personal development (relating to his/her business/professional activities) which could be incompatible with the level and stature of his position and responsibility with the Company.

Phone: +91 (40) 4040-7070 | Fax No: +91 (40) 4010-2456

CIN: L55100TG1985PLC045963

[www.cesltd.com](http://www.cesltd.com)



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- Bring to the attention of the Board, Chairman or the WholeTime Director as appropriate, any information or development either within the Company (relating to its employees or other stakeholders) or external, which could impact the Company's operations, and which in the normal course may not have come to the knowledge of the Board/Chairman or WholeTime Director
- Ensure that they do not, through words, gestures or otherwise, offend the dignity of any fellow employee in any manner and in particular, do not engage in any act which may be construed as sexual harassment.
- Always abide by the above Code of Conduct, and shall be accountable to the Board for their actions/violations/default

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