

**Governance at Polycab**

# Our philosophy behind ‘Sustainable Growth’

Our culture, policies, and interactions with our stakeholders are reflective of the values we uphold in our corporate governance. Our corporate governance practices and performance depend heavily on integrity and transparency, which also helps us consistently win and keep the trust of our stakeholders



*We strive to ensure that our governance framework is effective, transparent, and accountable to all stakeholders. Being committed to the highest standard of corporate governance, we have strengthened our Board through the induction of three more directors. The new Board is more diverse, with 18% representation of women directors, in line with globally followed best-in-class corporate governance practices*

**Ms. Manita Carmen A. Gonsalves**  
Company Secretary and Head Legal

## Board Focus Areas in FY23

- > Review organisational progress and continuously evaluate our strategic priorities relating to changing dynamics and opportunities
- > Focus on becoming future-ready
- > Formulate ESG framework and targets

**100%**

Attendance by the Board of Directors

**4**

Board meetings

### Five Pillars of Corporate Governance Framework at Polycab

**1. PHILOSOPHY**

Defines the principle and basis for achieving best in class Corporate Governance Practices

**2. DIRECTIVES**

Comprises of well-defined policies, codes and practices which helps in effective and efficient conduct of business

**3. STRUCTURE**

Establishes a Multi-tier Governance Structure for effective implementation of policies, codes and practices

**4. SYSTEMS**

Comprises of Standard Operating Processes and practices aiding structured control, monitoring and reporting of compliances

**5. EVALUATION**

Includes oversight mechanism for internal and external stakeholders to provide feedback, recommendations, grievance, and receive effective redressal

## Governance Structure

Our experienced suite of Board of Directors, executive management team and robust internal policies and procedures help us conduct our business in an ethical and sustainable manner and create value for all stakeholders. The governance framework ensures the accountability and transparency of our operations.

