

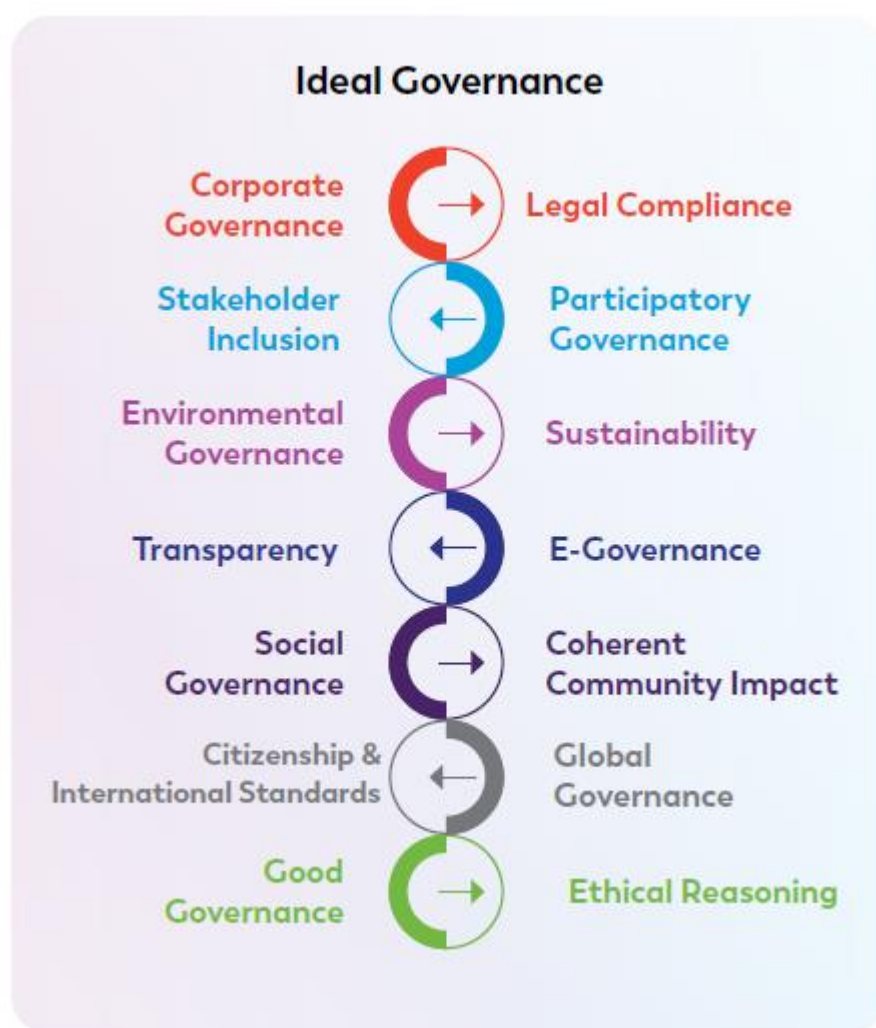
## IDEAL GOVERNANCE AND ITS FORMS

The Company strongly believes that 'Governance' is the manner in which power is exercised by the Management of the Company for achieving economic growth in conjunction with social development. The concept of governance adopted by the Company conveys, most importantly, a diverse view of authority and its exercise through the various forms of governance. These forms of governance provide a base for categorisation, efficient implementation, monitoring and reporting of governance.



We identify various forms of governance applicable to Polycab, such as:

- Corporate – Legal compliance
- Participatory – Stakeholder inclusion
- Environmental – Sustainability
- E-Governance – Transparency
- Social – Coherent community impact
- Global – Citizenship and international standards
- Good Governance – Ethical reasoning



The Company has based on its business activities, economic resources, stakeholders' aspirations, social values and acknowledgment, identified various forms of governance generally applicable to the Company.

Governance at Polycab is multifaceted ensuring that the Company conducts its affairs righteously, economically, and sustainably. The Company has combined the identified seven forms of governance to assist in achieving continual enhancement of the Governance Framework of the Company.

## **CORPORATE GOVERNANCE**

Corporate Governance is based on strict compliance with law applicable to the Company supported by defined set of policies, structures, standard operating processes (SOPs), procedures, rules and codes. Every stakeholder is required to adhere strictly with the Governance Policy and its framework while interacting with or on behalf of the Company in both letter and spirit. Corporate Governance is based on the 'Principle of strict Compliance' with zero tolerance for non-compliance approach.

**Enactment:** The Company has adopted various policies, support policies, codes and has further created corresponding Standard Operating Procedures together with training modules as part of Corporate Governance strategy and in conjunction with the Governance Framework.