

## GOVERNANCE STRATEGY AT POLYCAB

As the Company continues to achieve its strategic objectives, effective governance serves as the compass that guides the Company toward ethical conduct, effective growth and sustainable success. Besides control, the governance strategy at Polycab focuses on compliance, reliability, transparency, and accountability. The Company recognises 'Governance' as a continual process.

The Company gallops on its growth journey amidst challenges and it continues enroute to renew its commitment to excellence in corporate governance and redefine its Governance Framework. The Company upholds and strengthens its Framework to safeguard the integrity, enhance governance standards and prevent deviations, thus ensuring greater transparency and ethical business conduct.

The Governance Framework goes beyond just being a framework for compliances, but encompasses within its ambit effective resource utilisation, equitable treatment of stakeholders by providing equal opportunities and stronghold for long-term sustainable success based on the forms of governance.

The Company established its Governance Framework at Polycab on five pillars viz. Governance Philosophy, Directives, Structure, Systems and Evaluation wherein the Philosophy being the foundation for designing the Directives, codes and policies, enumerates the responsibility of each tier of the Structure right from management team to persons associated with the Company and provides them Systems, standard operating process and trainings modules that set the platform for effective implementation, monitoring, communication and Evaluation of the framework.