

PREFACE

This Governance Manual serves as a comprehensive reference for the Governance strategy at Polycab. It includes amongst others principles, policies and frameworks that govern the organization's operations and decision-making processes. As a Market leader in the electrical sector, Polycab is committed to maintaining the highest standards of corporate governance, ensuring transparency, accountability, sustainability and ethical conduct in all facets of its business.

The purpose of this Manual is to delineate the Governance Framework, outlining the responsibilities of key stakeholders, the regulatory compliance requirements and the strategic mechanisms that uphold the integrity of the organization. It provides a structured approach to governance, fostering a culture of sound corporate practices, risk management and stakeholder engagement.

Recognizing the dynamic nature of the business environment, this document is designed to be adaptive to evolving regulatory landscapes and industry best practices. It establishes a foundation for informed decision-making, reinforcing Polycab's commitment to ethical leadership and sustainable growth.

This manual is not merely a collection of directives; it is an articulation of Polycab's core values and commitment to excellence. It is intended to serve as a guiding instrument for executives, employees and stakeholders, ensuring the organization's continued adherence to governance norms and its unwavering dedication to corporate responsibility.