

# **EdCIL INDIA LIMITED- CODE OF ETHICS FOR BOARD MEMBERS & SENIOR MANAGEMENT PERSONNEL 2011**

## **1.0 INTRODUCTION**

- 1.1 This Code of Conduct (“this Code”) shall be called "The Code of Conduct for Board Members and Senior Management Personnel" of EDCIL INDIA LIMITED (hereinafter referred to as “the Company”).
- 1.2 The purpose of this Code is to enhance ethical and transparent processes in managing the affairs of the Company.
- 1.3 The Company currently has Conduct, Discipline and Appeal Rules (CDA Rules) which govern all regular and Contract employees of the Company including Whole-time Directors. This Code for Board members and Senior Management personnel has been framed specifically in compliance of DPE’s guidelines on Corporate Governance. This Code is to be read in conjunction with CDA Rules.
- 1.4 It shall come into force with effect from August, 2011. (Year and month)

## **2.0 DEFINITIONS & INTERPRETATION**

In this Code, unless repugnant to the meaning or context thereof, the following expressions shall have the meaning given to them below:

- 2.1 The term “Board Members” shall mean the Directors on the Board of Directors of the Company.
- 2.2 The term “Wholetime Directors” shall mean the Board Members who are in wholetime employment of the Company.
- 2.3 The term “Part time Directors” shall mean the Board Members who are not in whole time employment of the Company.
- 2.4 The term “Relative” shall mean ‘relative’ as defined in Section 6 of the Companies Act, 1956. (Refer Appendix I)
- 2.5 The term “Senior Management Personnel” shall mean personnel of the Company who are members of its core management team excluding Board of Directors and would comprise of all members of management one level below the Whole time Directors, including all functional heads. It is clarified that ‘Functional Head’ would mean the Head of Department.

2.6 The term “the Company” shall mean EdCIL INDIA LIMITED.

2.7 In this Code, words importing the masculine gender shall include feminine gender and words importing singular shall include the plural or vice versa.

### **3.0 APPLICABILITY**

3.1 This Code shall be applicable to the following personnel:

- a) Whole time Directors (including Chairperson and Managing Director)
- b) Part time Directors including Independent Directors under the provisions of law.
- c) Senior Management Personnel

3.2 The whole time directors and Senior Management should continue to comply with other applicable/ to be applicable policies, rules and procedures of the company.

### **4.0 KEY REQUIREMENTS**

The Board Members and the Senior Management Personnel shall act within the authority conferred upon them, keeping in view the best interests of the Company and observe the following:

- act with diligence and integrity
- act in utmost good faith
- not involve in taking any decision on a subject matter in which a conflict of interest arises or which, in his opinion, is likely to arise.
- avoid conducting business with (a) a relative (b) a Private Limited Company in which he or his relative is a Member or a Director (c) a Public Limited Company in which he or his relative holds 2% or more shares or voting right and (d) with a firm in which the relative is a partner, except with the prior approval of the Board.
- disclose and avoid having any personal and/or financial interest in any business dealings concerning the Company
- avoid any dealings with a Contractor or Supplier that compromises the ability to transact business on a professional, impartial and competitive basis or influence decision to be made by the Company.
- not hold any positions or jobs or engage in outside businesses or other interests that are prejudicial to the interests of the Company.
- not exploit for their own personal gain, opportunities that are discovered

through use of corporate property, information or position, unless the opportunity is disclosed and permission obtained from the Competent Authority.

- not make any statement which has the effect of adverse criticism of any policy or action of the Government or of the Company or which is capable of embarrassing the relations between the Company and the public or the management of the Company and its employees, including the stakeholders.
- not commit any offence involving moral turpitude or opposed to public policy resulting in a conviction.

## **5.0 Contents of Code**

### **Part I General Moral Imperatives**

### **Part II Specific Professional Responsibilities**

### **Part III Specific Additional Provisions for Board Members and Senior Management**

This code is intended to serve as a basis for ethical decision making in the conduct of professional work. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards.

It is understood that some words and phrases in the code of ethics and conduct document are subject to varying interpretations. In case of any conflict, the decision of the Board shall be final.

## **PART – I General Moral Imperatives**

### **6.1 Contribute to society and human well being**

6.1.1 This principle concerning the quality of life of all people, affirms an obligation to protect fundamental human rights and to respect the diversity of all cultures. We must attempt to ensure that the products of our efforts will be used in socially responsible ways, will meet social needs and will avoid harmful effects to health and welfare of others. In addition to a safe social environment, human well being includes a safe natural environment.

6.1.2 Therefore, all Board Members and Senior Management who are accountable for the design, development, manufacture and promotion of company's products and services, must be alert to, and make others aware of, both a legal and a moral responsibility for the safety and the protection of human life and environment.

## **6.2 Be honest and trustworthy & practice integrity**

- 6.2.1 Integrity and honesty are essential components of trust. Without trust an organization cannot function effectively.
- 6.2.2 All Board Members and Senior Management are expected to act in accordance with highest standards of personal and professional integrity, honesty and ethical conduct, while conducting business of the Public Enterprise.

## **6.3 Be fair and take action not to discriminate**

- 6.3.1 The values of equality, tolerance, respect for others, and the principles of equity & justice govern this imperative. Discrimination, on the basis of race, sex, religion, caste, age, disability, national origins or other such factors, is an explicit violation of this Code.

## **6.4 Honour confidentiality**

- 6.4.1 The principle of honesty extends to issues of confidentiality of information. The ethical concern is to respect all obligations of confidentiality to all stakeholders unless discharged from such obligations by requirements of the law or other principles of this Code.
- 6.4.2 All Board Members and Senior Management, therefore, shall maintain the confidentiality of all confidential unpublished information about business and affairs of the CPSE.

## **6.5 Pledge & Practice**

- 6.5.1 To strive continuously to bring about integrity and transparency in all spheres of the activities.
- 6.5.2 Work unstintingly for eradication of corruption in all spheres of life.
- 6.5.3 Remain vigilant and work towards growth and reputation of the Company.
- 6.5.4 Bring pride to the organization and provide value-based services to Company's stakeholders.
- 6.5.5 Do duty conscientiously and without fear or favour.

## **PART II Specific Professional Responsibilities**

### **7.1 Live the Vision, Mission and Objectives of CPSE – each day**

Live the Vision, Mission and Values of EdCIL INDIA LIMITED each day. For quick reference they are as under:

#### **Vision**

To become a market leader in the field of education consultancy and emerge as a reputed global consultancy company.

#### **Mission**

1. Grow profitability by aggressively perusing educational constancy opportunities in national and international arena.
2. Improved competitiveness through organizational transformation, networking, strategic alliance and linkage with eminent experts in the field.
3. Attract and build a team of people by fostering creativity to harness the potential of education consultancy.

#### **Objectives**

1. Maximizing placement of international students in Indian Institutions through Promotion of Indian Education Abroad
  2. To exploit all opportunities for secondment of Indian Teachers and Experts to foreign countries.
  3. To provide Technical Assistance in preparation of DPRs, Survey Report, Curriculum Development, Evaluation Studies, Perspective Plans.
  4. To provide procurement solutions for Supply of Educational Aid
  5. To provide recruitment solutions for various Central and State Govt. Organization
  6. To provide project management consultancy for institutional infrastructure development.
  7. To provide logistic support to important projects at National level similar to like Sarva Shiksha Abhiyan (SSA) & National Projects Implementation Unit (NPIU).
- 7.2 Strive to achieve the highest quality, effectiveness and dignity in both the processes and products/ services of professional work: -**  
Excellence is perhaps the most important obligation of a professional.

Everyone, therefore, should strive to achieve the highest quality, effectiveness and dignity in their professional work.

- 7.3 Acquire and maintain professional competence:** Excellence depends on individuals who take responsibility for acquiring and maintaining professional competence. All are, therefore, expected to participate in setting standards for appropriate levels of competence, and strive to achieve those standards.
- 7.4 Compliance with Laws:** - The Board Members and Senior Management of the CPSE shall comply with all the applicable provisions of existing local, state, national, and international laws. They should also follow and obey the policies, procedures, rules and regulations relating to business of the CPSE.
- 7.5 Accept and provide appropriate professional review:** Quality professional work depends on professional review and comments. Whenever appropriate, individual members should seek and utilize peer review as well as provide critical review of the work of theirs.
- 7.6 Manage personnel and resources to enhance the quality of working life:** - Organizational leaders are responsible for ensuring that a conducive working and business environment is created for fellow employees to enable them delivering their best. The Board Members and Senior Management would be responsible for ensuring human dignity of all employees, would encourage and support the professional development of the employees of the CPSE by providing them all necessary assistance and cooperation, thus enhancing the quality of working.
- 7.7 Be upright and avoid any inducements:-** The Board Members and Senior Management shall not, directly or indirectly through their family and other connections, solicit any personal fee, commission or other form of remuneration arising out of transactions involving Company. This includes gifts or other benefits of significant value, which might be extended at times, to influence business for the organization or awarding a contract to an agency, etc.
- 7.8 Observe Corporate Discipline:-** The flow of communication within the CPSE is not rigid and people are free to express themselves at all levels. Though there is a free exchange of opinions in the process of arriving at a decision, but after the debate is over and a policy consensus has been

established, all are expected to adhere and abide by it, even when in certain instances one may not agree with it individually. In some cases policies act as a guide to action, in others they are designed to put a constraint on action. All must learn to recognize the difference and appreciate why they need to observe them.

- 7.9 Conduct in a manner that reflects credit to the Company:-** All are expected to conduct themselves, both on and off duty, in a manner that reflects credit to the Company. The sum total of their personal attitude and behaviour has a bearing on the standing of Company and the way in which it is perceived within the organization and by the public at large.
- 7.10 Be accountable to Company's stakeholders:-** All of those whom we serve, be it our Customers, without whom the Company will not be in business, the Shareholders, who have an important stake in its business, the Employees, who have a vested interest in making it all happen, the Vendors, who support the Company to deliver in time and Society to which Company is responsible for its actions – are stakeholders of the Company. All, therefore, must keep in mind at all times that they are accountable to Company's stakeholders.
- 7.11 Prevention of Insider Trading:-** The Board Members and Senior Management shall comply with the code of Internal Procedures and conduct for prevention of Insider Trading in dealing with Securities of the Company.
- 7.12 Identify, mitigate and manage business risks:-** It is everybody's responsibility to follow the Risk Management Framework of the Company to identify the business risks that surround function or area of operation of the Company and to assist in the company-wide process of managing such risks, so that Company may achieve its wider business objectives.
- 7.13 Protect properties of the Company:-** The Board Members and Senior Management shall protect the assets including physical assets, information and intellectual rights of the Company and shall not use the same for personal gains.

## **PART – III Specific Additional Provisions for Board Members and Senior Management**

8.1 **As Board Members and Senior Management:** They shall undertake to actively participate in the meetings of the Board and Committees on which they serve.

### **8.2 As Board Members**

8.2.1 Undertake to inform the Chairman and Managing Director/ Company Secretary of the Company of any changes in their other Board positions, relationship with other business and other events/ circumstances / conditions that may interfere with their ability to perform Board/ Board Committee duties or may impact the judgement of the Board as to whether they meet the Guidelines of DPE.

8.2.2 Undertake that without prior approval of the disinterested members of the Board, they will avoid apparent conflict of interest. Conflict of interest may exist when they have personal interest that may have a potential conflict with the interest of the Company. Illustrative cases can be:

**Related Party Transactions:** Entering into any transactions or relationship with Company or its subsidiaries in which they have a financial or other personal interest (either directly or indirectly such as through a family member or relation or other person or other organization with which they are associated).

**Outside Directorship:** Accepting Directorship on the Board of any other Company that competes with the business of the Company.

**Consultancy/Business/Employment:** Engaging in any activity (be it in the nature of providing consultancy service, carrying on business, accepting employment) which is likely to interfere or conflict with their duties/ responsibilities towards Company. They should not invest or associate themselves in any other manner with any supplier, service provider or customer of the company.

**Use of Official position for personal gains:** Should not use their official position for personal gains.



### **8.3 Compliance with the Code of Business Conduct and Ethics**

#### **8.3.1 All Members of the Board and Senior Management of Company shall uphold and promote the principles of this code.**

The future of the organization depends on both technical and ethical excellence. Not only it is important for Board Members and Senior Management to adhere to the principles expressed in this Code, each of them should also encourage and support adherence by others.

#### **8.3.2 Treat violations of this code as inconsistent association with the organization**

Adherence of professionals to a code of ethics is largely and generally a voluntary matter. However, if any of Board Members and Senior Management does not follow this Code, the matter would be reviewed by the Board and its decision shall be final. The Company reserves the right to take appropriate action against the defaulter.

### **8.4 Miscellaneous Points**

#### **8.4.1 Continual updation of Code**

This Code is subject to continuous review and updation in line with any changes in law, changes in Company's philosophy, vision, business plans or otherwise as may be deemed necessary by the Board and all such amendments / modifications shall take effect prospectively from the date stated therein.

#### **8.4.2 Where to seek clarifications**

Any member of Board or Senior Management requiring any clarification regarding this code of conduct may contact Director (HR)/ Company Secretary/ any officer specifically designated by the Board of Directors.

**ACKNOWLEDGEMENT OF RECEIPT OF  
CODE OF BUSINESS CONDUCT AND ETHICS FOR  
BOARD MEMBERS AND SENIOR MANAGEMENT**

I have received and read the code of Business Conduct and Ethics for Board Members and Senior Management of EdCIL (INDIA) LIMITED. I understand the standards and policies contained in the said Code of Business Conduct and Ethics and understand that there may be additional policies or laws specific to my job. I further agree to comply with the said Code of Business Conduct and Ethics.

If I have questions concerning the meaning or application of the said Code of Business Conduct and Ethics, any policies of the CPSE or the legal and regulatory requirements applicable to my job, I know I can consult Director or Company Secretary concerned the CPSE knowing that my questions or reports will be maintained in confidence.

Further, I undertake to provide following Affirmation on an Annual basis to the Company within 30 days from the end of 31st March every year.

**AFFIRMATION**

(By Board Members/ Senior Management of the Company on Annual basis by 30th April of every year)

I,.....(name),.....(designation), having read and understood the Code of Business Conduct and Ethics for Board Members and Senior Management, hereby solemnly affirm that I have complied with and has not violated any of the provisions of the Code during the year ended 31st March

.....

Signature

\_\_\_\_\_

Name

\_\_\_\_\_

Designation

\_\_\_\_\_

Place: Employment Number

\_\_\_\_\_

Telephone No.

\_\_\_\_\_

Date:

**EDCIL INDIA LIMITED CODE OF CONDUCT FOR BOARD MEMBERS AND  
SENIOR MANAGEMENT EXTRACT OF SECTION 6 OF THE COMPANIES ACT,  
1956**

**Section 2(41)** – relative means, with reference to any person, any one who is related to such person in any of the ways specified in Section 6, and no others;

**Section 6-Meaning of “relative”**

A person shall be deemed to be a relative of another if, and only if,

- (a) they are members of a Hindu undivided family; or
- (b) they are husband and wife; or
- (c) the one is related to the other in the manner indicated in Schedule IA.

**SCHEDULE IA LIST OF RELATIVES**

1. Father
2. Mother (including stepmother)
3. Son (including stepson)
4. Son's wife
5. Daughter (including stepdaughter)
6. Father's father
7. Father's mother
8. Mother's mother
9. Mother's father
10. Son's son
11. Son's son's wife
12. Son's daughter
13. Son's daughter's husband
14. Daughter's husband
15. Daughter's son
16. Daughter's son's wife
17. Daughter's daughter
18. Daughter's daughter's husband
19. Brother (including stepbrother)
20. Brother's wife
21. Sister (including step sister)
22. Sister's husband