

# **CODE OF CONDUCT FOR BOARD MEMBERS AND SENIOR MANAGEMENT OF REX SEALING AND PACKING INDUSTRIES LIMITED**

## **1. INTRODUCTION**

This Code of Conduct (hereinafter referred to as “the Code”) has been framed and adopted by **Rex Sealing and Packing Industries Limited** (hereinafter referred to as “the Company”) in compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulation, 2015.

## **2. APPLICABILITY**

The Code applies to the Members of Board of Directors (hereinafter referred to as “Board Members”) and Senior Management and Members of the Management Team of the Company viz. all Unit Heads, Presidents, Joint Presidents and all other executives having similar or equivalent rank in the Company and the Company Secretary of the Company (hereinafter referred to as “Senior Managers”).

Senior Management means all employees reporting to the Managing Director and the CFO and the Company Secretary.

The Company Secretary shall be the Compliance Officer for the purpose of this Code.

The Code shall be posted on the website of the Company.

## **3. CODE OF CONDUCT**

The Board Members, Senior Management and Senior Managers shall observe the highest standards of ethical conduct and integrity and shall work to the best of their ability and judgement.

The Board Members and the Senior Managers of the Company: -

- 1) Shall maintain and help the Company in maintaining highest degree of Corporate Governance practices.
- 2) Shall act in utmost good faith and exercise due care, diligence and integrity in performing their office duties.
- 3) Shall ensure that they use the Company’s assets, properties, information and intellectual rights for official purpose only or as per the terms of their appointment.
- 4) Shall not seek, accept or receive, directly or indirectly, any gift, payments or favour in whatsoever form from Company’s business associates, which can be perceived as being given to gain favour or dealing with the Company and shall ensure that the Company’s interests are never compromised.

- 5) Shall maintain confidentiality of information entrusted by the Company or acquired during performance of their duties and shall not use it for personal gain or advantage.
- 6) Shall not commit any offences involving moral turpitude or any act contrary to law or opposed to the public policy.
- 7) Shall not communicate with any member of the press or publicity media or any other outside agency on matters concerning the Company, except through the designated spokespersons or authorized otherwise.
- 8) Shall not, without the prior approval of the Board or Senior Management, as the case may be, accept employment or a position of responsibility with any other organization for remuneration or otherwise that are prejudicial to the interests of the Company and shall not allow personal interest to conflict with the interest of the Company.
- 9) Shall in conformity with applicable legal provisions disclose personal and/ or financial interest in any business dealings concerning the Company and shall declare information about their relatives (spouse, dependent children and dependent parents) including transactions, if any, entered into with them.
- 10) Shall ensure compliance of the prescribed safety & environment related norms and other applicable codes, laws, rules, regulations and statutes, which if not complied with may, otherwise, disqualify him/ her from his/ her association with the Company.
- 11) Shall ensure compliance with the Securities and Exchange Board of India (Prevention of Insider Trading) Regulations, 2015 as also other regulations as may become applicable to them from time to time. In addition to the above, independent directors shall abide with the duties of Independent Directors as mentioned under the Companies Act, 2013, the Schedules and Rules made thereunder.

#### **4. ANNUAL COMPLIANCE REPORTING**

Board Member, Senior Management and Senior Managers shall affirm compliance with this Code on an annual basis as at the end of the each financial year of the Company (as per **Appendix I** within 7 days of the close of every financial year).

#### **5. ACKNOWLEDGEMENT OF RECEIPT OF THE CODE**

Each Board Member, Senior Management and Senior Manager both present and future shall acknowledge receipt of the Code or any modification(s) thereto, in the acknowledgement form annexed to this Code as **Appendix – II** and forward the same to the Compliance Officer. Any breach of the aforesaid Code brought to the notice of the Compliance Officer or any Member of the Board or Senior Management shall be reported to the Board of Directors of the Company for necessary action.

**APPENDIX-I**

**CODE OF CONDUCT FOR BOARD MEMBERS AND SENIOR MANAGEMENT  
ANNUAL COMPLIANCE REPORT**

To,  
Company Secretary,  
**Rex Sealing and Packing Industries Limited**  
Regd Off:A-207, 2nd Floor, Plot No.711 A,  
Byculla Services Industries, D K Road,  
Ghodapdeo, Byculla (East) Mumbai  
Mumbai City MH 400027

Dear Sir/Madam,

I, Mr./Mrs./Ms. \_\_\_\_\_, \_\_\_\_\_ (Designation), do hereby solemnly affirm that I have, in letter and spirit and to the best of my knowledge and belief, complied with the provisions of Code Of Conduct For Board Members And Senior Management during the financial year ended 31st March, \_\_\_\_\_.

Signature:

Name:

Designation:

Place:

Date:

**APPENDIX- II**

**CODE OF CONDUCT FOR BOARD MEMBERS AND MEMBERS OF THE SENIOR  
MANAGEMENT ACKNOWLEDGEMENT FORM**

To,  
Company Secretary,  
**Rex Sealing and Packing Industries Limited**  
Regd Off:A-207, 2nd Floor, Plot No.711 A,  
Byculla Services Industries, D K Road,  
Ghodapdeo, Byculla (East) Mumbai  
Mumbai City MH 400027

Dear Sir/Madam,

I, Mr./Mrs./Ms. \_\_\_\_\_, \_\_\_\_\_ (Designation) have received and read the "IBL- Code of Conduct" for Board Members and Senior Managing Personnel. I have completely understood the standards and policies contained in the said Code any of the provisions of this Code or any of the policies or legal/regulatory requirements of the Company, as may be applicable to my responsibility.

Signature:

Name:

Designation:

Place:

Date: