



**CODE OF CONDUCT FOR BOARD
MEMBERS AND SENIOR MANAGEMENT
EXECUTIVES**

Policy Title	Code of Conduct for Board Members and Senior Management Executives
Version Number	1.3
Effective date	9th May, 2008
Authorised by	Board of Directors
Number of revisions	Three
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Revision effective date	15th March, 2023

1. Preface

- a. JSW Energy Limited (**'the Company'**) is committed to the highest standards of corporate governance in all its activities and processes. It regards corporate governance as the cornerstone for sustained management performance, for serving all the stakeholders and for instilling pride of association.
- b. At the heart of the Company's corporate governance policy is the ideology of transparency and openness in the effective working of the Management and the Board.
- c. In furtherance to this policy, the Board of Directors has adopted this 'Code of Conduct for Board Members and Senior Management Executives' (**'the Code'**) on 9th May 2008.
- d. One of the objects of the Code is compliance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 ('Listing Regulations').

2. Applicability

- a. The Code is applicable to –
 - i. All the Directors of the Company; and
 - ii. All the executives of the Company (not being Directors) from the rank of Associate Vice President and above including all Functional Heads (**'Senior Management Executives'**).
- b. The Code shall come into force with effect from 9th May 2008.

3. Code of Conduct

- a. It shall be the first and foremost duty of every Director and Senior Management Executive to uphold the interests of the Company and its stakeholders and to endeavour to fulfill all the fiduciary obligations towards them.
- b. The Directors and Senior Management Executives shall act in accordance with the highest standard of honesty, integrity, fairness and ethical conduct and shall exercise utmost good faith, due care and integrity in performing their duties.

- c. The Independent Directors of the Company shall abide by the duties entrusted to them as laid down in the Companies Act, 2013 and SEBI (Listing Regulations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

4. Guidelines for Conduct

- a. The Directors and Senior Management Executives shall –
- i. Act within the authority conferred upon them.
 - ii. Exercise independent judgement on issues of strategy, performance and policy matters.
 - iii. Dedicate sufficient time and attention to the Company's business to ensure diligent performance of their duties.
- b. The Directors and Senior Management Executives shall –
- i. Endeavour to attend all the meetings of the Board and its Committees of which they are members or invitees.
 - ii. Read in advance the material distributed for constructive deliberations at the meetings.
 - iii. Actively participate in the discussion and decision making at the meetings.

5. Legal compliance

The Directors and Senior Management Executives shall -

- o Comply with the applicable laws, rules and regulations.
- o Comply with policies, rules and regulations of the Company, as may be applicable to them.

6. Avoid Conflict of Interest

- a. The Directors and Senior Management Executives shall –
- o Disclose any personal interest (financial or otherwise) in any matter relating to the business of the Company to the Board of Directors of the Company (**'the Board'**).
 - o Protect the Company's assets and resources (including information and intellectual property rights) and shall use the same only for the Company's business and not for personal gain / advantage.
 - o Avoid Insider trading and abusive self-dealing and comply with such Regulations / Rules as may be applicable including with the Insider Trading Code framed by the Company.
- b. The Directors and Senior Management Executives shall not -
- o Exploit, for their personal gain, opportunities that are discovered by or through the Company.

- Divert to their own advantage any business opportunity that the Company is in pursuit.
- c.** The Senior Management Executives shall not hold any position or job or be on the Board of any other company outside JSW Group without approval of the Chairman of the Board.

7. Gifts

The Company regards the giving and receiving of gifts, compliments, favours or entertainment as inherently compromising unless they are of reasonable value (i.e. not extravagant) under the circumstances. This means they must have a valid business purpose; are appropriate as to time, place and kind; are infrequent in occurrence; do not influence, or give the appearance of influencing, the recipient; and are not likely to be viewed as a bribe, kickback or payoff. However, gifts of money shall never be accepted or given.

8. Confidentiality

- a.** Any information concerning the Company's business, its customers, suppliers, etc. shall be considered as confidential.
- b.** No Director and Senior Management Executive shall provide any information concerning the Company or its business or its customers, suppliers etc., either formally or informally, to any person including press or publicity media, unless such information is –
 - in public domain at the time of disclosure; or
 - authorized or required to be disclosed pursuant to a decision of the Board / Committee thereof; or
 - required to be disclosed in accordance with applicable laws or requirement of any government authority.
- c.** The obligation of confidentiality shall continue even after such person ceases to be Director or Senior Management Executive of the Company.

9. Amendments

- a.** The Board may amend the provisions of this Code from time to time.
- b.** Unless otherwise specified, such amendments shall be effective from the date of the Board meeting at which such amendments are approved.

10. Affirmation

- a.** All the Directors and Senior Management Executives shall affirm compliance with the Code on annual basis within 30 days of close of every financial year ending on 31st March.
- b.** The Annual Affirmation (as per format specified hereunder) shall be forwarded to the Company Secretary of the Company within the said period of 30 days.

11. Waiver

The Board has, at its absolute discretion, the power to waive compliance with any or all of the provisions of the Code.

- a.** Enforcement: The Board has the power to investigate, in such manner as it may deem fit, any breach or violation or alleged breach or violation of the Code.
- b.** The Board also has the absolute power to determine penalty for the same as it may consider appropriate under the circumstances.

Such penalty may be in addition to the penalty levied under any law for the time being in force for such breach or violation.

12. No Rights Created

This Code is neither intended to nor does it create any right in favour of any Director, Senior Management Executive, client, supplier, customer or shareholder of the Company or any other person or entity, whatsoever.

ANNUAL AFFIRMATION

To,
The Board of Directors
JSW Energy Limited
JSW Centre
Bandra Kurla Complex
Bandra (East)
Mumbai - 400 051

I do hereby affirm that I have complied with the Code of Conduct for Board Members and Senior Management Executives of JSW Energy Limited and that I have not entered into any material financial and commercial transactions in which I have a personal interest and which have a conflict of interest with that of the Company during the financial year ended on 31st March, ____.

Signature:
Name:
Designation:
Date:
