

**BALKRISHNA INDUSTRIES
LIMITED**

**Ethics, Transparency and
Accountability Policy**

Policy Title	Ethics, Transparency and Accountability Policy
Issue Number	1
Issue Date	18 th May, 2016
Approved by	Board of Directors
Revision Number	1
Revision Date	27 th May, 2023

Policy brief and Purpose:

Balkrishna Industries Limited (hereinafter referred to as "BKT" or "the Company") is has adopted this Code which represents our commitment to doing the right thing, all the time. This Code, which is based on the values and behavior of the Organization, gives us the guidance and support we need to conduct our business ethically and comply with applicable laws.

Scope and Coverage:

This Ethics, Transparency and Accountability policy shall be adhered by the all stakeholders of BKT.

Our Policy Outlines:

- Conducting our business in an ethical, transparent, respectful, honest, and responsible manner.
- Working in line with all applicable Government laws.
- Mechanisms to be followed for disclosing any unethical behavior in the workplace.

We Aim to:

- Avoid participation, directly or indirectly in any activity whatsoever which promotes or falls into the category of corruption, abusive or anti - competition. Employees will be subjected to strict disciplinary action, if they are found to be involved in any corrupt activity within or outside the Company.
- Be transparent and fair in dealing with all stakeholders and ensuring adherence to all the applicable laws and regulations.
- Maintain high standards of transparency in operations and will condemn bribery in all forms.
- Develop a culture where it is safe for all employees to raise concerns about any poor or unacceptable practice and any event of misconduct.
- Constantly improve our Vigil Mechanism and Whistle-blower Policy which sets out the procedure to be followed while making a disclosure on grievance.
- Protect shareholder value, take care of our assets & resources, and be honest and transparent about our operations and performance.