



TCM Limited
(Formerly Travancore Chemical & Mfg. Co. Ltd.)

CODE OF CONDUCT FOR BOARD OF DIRECTORS
AND SENIOR MANAGEMENT OF THE COMPANY

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1. APPLICABILITY

This Code of Conduct is applicable to all the members of the Board of Directors & the Senior Management of the Company.

2. OBJECTIVE

The objective of the Code is to maintain standards of business conduct of the Company and ensure compliance with Applicable Laws. The Code lays down standards and values which can enhance the image of the Company and set the standards for business transactions and also control wrong doing in all business activities.

3. REGULATORY FRAMEWORK

The Code is formulated in line with the requirement of Regulation 17(5) of SEBI (LODR) Regulations, 2015 read with Schedule IV of Companies Act, 2013 on Code for Independent Directors.

All members of the Board of Directors and the Senior Management of the Company are committed to comply with all those acts, rules and regulations that govern the conduct of the Company.

4. DEFINITIONS

In this Code, unless the context otherwise requires:

1. “**Act** ” shall mean the Companies Act 2013 and the rules made thereunder, including any modifications, amendments or re-enactment thereof.
 2. “**Applicable Laws**” shall mean the Companies Act, 2013 and the rules made thereunder, the SEBI (LODR) Regulations, 2015; as amended from time to time.
 3. “**Board of Directors**” shall mean all the members of the Board of Directors of the Company.
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4. **“Code”** shall mean this Code of Conduct for Board of Directors and Senior Management Personnel of the Company and as may be amended from time to time.
5. **“Company”** shall mean our company, TCM LIMITED.
6. **“SEBI Regulations”** shall mean the SEBI (LODR) Regulations, 2015 together with the circulars issued thereunder, including any statutory modification(s) or re-enactment(s) thereof for the time being in force.
7. **“Senior Management”** shall mean officers/personnel of the company who are members of its core management team excluding board of directors and normally this shall comprise all members of management one level below the chief executive officer/managing director/whole time director/manager (including chief executive officer/manager, in case they are not part of the board) and shall specifically include company secretary and chief financial officer .

5. GUIDELINES FOR CODE OF CONDUCT

The Code expects all the members of the Board of Directors and Senior Management of the Company to act in accordance with the highest standards of personal and professional integrity, honesty and ethical values. They should act with competence and diligence, without allowing their independent judgement to be compromised. Every member of the Board of Directors and Senior Management of the Company has an obligations and duties, at all times, to comply with the spirit, as well as the letter, of the Applicable Laws and of the principles of this Code.

Every member of the Board of Directors of the Company should –

- Act in accordance with the Articles of Association of the Company.
- Act in good faith in order to promote the objects of the Company for the benefit of its shareholders as a whole and in the best interests of the Company, its employees, the shareholders, the community and for the protection of environment.
- Exercise their duties with due and reasonable care, skill and diligence and shall exercise independent judgement.
- Should not involve in a situation in which they may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the

Company.

- Not achieve or attempt to achieve any undue gain or advantage either to himself or to his relatives, partners, or associates and if such director is found guilty of making any undue gain, they shall be liable to pay an amount equal to that gain to the Company.
- Not assign their office and any assignment so made shall be void.
- Must Dedicate sufficient time, energy and attention to the Company to ensure diligent performance of their duties, including preparing for meetings and decision -making by reviewing in advance any materials distributed and making reasonable inquiries.
- Where a decision is not unanimous, a dissenting Director may disclose the fact that they have dissented.

Every member of Board of Directors of the Company and Senior Management of the Company should -

- Seek to comply with all Corporate Policies.
- Conduct themselves in a professional, courteous and respectful manner.
- Act in a manner to enhance and maintain the reputation of the Company.
- Respect the confidentiality of information relating to the affairs of the Company acquired in the course of their service except when authorized or legally required to disclose such information.
- Not use confidential information acquired in the course of their service for their personal advantage.

6. CONFLICT OF INTERESTS

All the members of the Board of Directors and Senior Management of the Company are expected to dedicate their best efforts to advance and safeguard the Company's interests and to make decisions that affect the Company based on the Company's best interests and independent of outside influences.

A conflict of interest occurs when a director's/member's of Senior Management private interest interferes in any way, or even appears to interfere, with the interest of the Company as a whole.

Directors and members of Senior Management of the Company should avoid conflicts of interests with the Company. Any situation that involves, or may reasonably be expected to involve, a conflict of interest with the Company shall be disclosed immediately to the Company Secretary of the Company.

A. Corporate Business Opportunities :

A corporate business opportunity is an opportunity (1) in the Company's line of business or proposed expansion or diversification, (2) which the Company is financially able to undertake and (3) which may be of interest to the Company.

A director or member of Senior Management of the Company, who learns of such a corporate business opportunity and who wishes to participate in it should disclose the opportunity to the Board of Directors. If the Board of Directors determines that the Company does not have an actual or expected interest in the opportunity, then, and only then, may the director or member of Senior Management of the Company participate in it, provided that the director/member of Senior Management of the Company has not wrongfully utilized the Company's resources in order to acquire the opportunity.

Directors/members of Senior Management of the Company owe a duty to the Company to advance the Company's interests when the opportunity to do so arises. Directors/members of Senior Management of the Company may not: (a) take for themselves opportunities that are discovered through the use of Company property or information or through the director's position; (b) use the Company's property or information or the director's position for personal gain; or (c) compete with the Company, directly or indirectly, for business opportunities that the Company is pursuing.

B. Payments or gifts from others :

Directors and members of Senior Management of the Company and their immediate families may not accept gifts from persons or firms who deal with the Company where the gift is being made in order to directly or indirectly, influence any business decision, any act or failure to act, any commitment of fraud or opportunity for the commitment of any fraud.

C. Company Property

Directors and members of the Senior Management have a responsibility to safeguard and properly use the Company's assets and resources, as well as

assets of other organizations that have been entrusted to the Company. Except as specifically authorized, Company assets, including Company equipment, materials, resources and proprietary information, must be used for the Company's business purposes only.

D. Confidential information

Directors and members of the Senior Management of the Company should maintain the confidentiality of information entrusted to them by the Company.

The Company's confidential and proprietary information shall not be inappropriately disclosed or used for the personal gain or advantage of the director or anyone other than the Company.

Confidential information includes all non-public information that might be of use to competitors or harmful to the Company or its customers, if disclosed.

7. NON-COMPLIANCE TO THE CODE OF CONDUCT

Any violations of this Code must be reported to the Chairman of the Board or the Chairman of the Audit Committee. All reported violations would be appropriately investigated.

8. CERTIFICATION OF COMPLIANCE OF CODE OF CONDUCT

The members of the Board and the Senior Management shall affirm the compliance with the code on annual basis. The Annual Compliance Report shall be forwarded to the Company Secretary of the Company, in the form annexed hereto as **Annexure - 1**. The Annual Report of the Company shall carry a declaration to this effect duly signed by the Managing Director or CEO of the company.

9. AMENDMENT AND WAIVER OF THE CODE

Any amendment or waiver of any provision of this Code must be approved in writing by the Company's Board of Directors and promptly disclosed on the Company's web site.

To the extent any change/amendment is required in the Code in terms of any Applicable Laws or otherwise, the Board of Directors of the Company shall be authorised to review and amend the Code, to give effect to any such

changes/amendments. Such amended Code shall be placed before the Board for noting and necessary ratification at its immediate next meeting.

10. DUTIES AND OBLIGATIONS OF THE INDEPENDENT DIRECTORS

The Code is a guide to professional conduct for independent directors. Adherence to these standards by independent directors and fulfilment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators and companies in the institution of independent directors. The Independent directors shall –

1. undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
2. seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
3. strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
4. participate constructively and actively in the committees of the Board in which they are chairpersons or members;
5. strive to attend the general meetings of the company;
6. where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
7. keep themselves well informed about the company and the external environment in which it operates;
8. not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
9. pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;

10. ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
11. report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
12. act within their authority, assist in protecting the legitimate interests of the company, shareholders and its employees;
13. not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.
14. In addition, the Independent Directors shall also abide by the provisions of the "Code for Independent Directors" as provided in Schedule IV of the Companies Act, 2013.

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TCM Limited
Code of Conduct for Board Members and Senior Management Personnel

Annual Compliance Report

To,

The Company Secretary,
TCM LIMITED
28/2917, 'Aiswarya'
Ponneth Temple Road
Shanthi Nagar
Kadavanthra
Kochi – 682 020

I,hereby confirm that I have read
the Code of Conduct applicable to Directors and Senior Management of the Company
and that
I have complied with the requirements of the same during the period
to

Signature :
Name :
Designation :

Date :
Place :