

Employment with Competitors

The Amara Raja Group of Companies has invested heavily in the process of developing, inventing, changing and influencing the development of technology and its application to a wide range and variety of products being manufactured and sold. Some of these applications are put to use in critical and important government and private sector projects

This investment also extends to products and technology under development in the Research & Development facilities and Research and Engineering Centers in the Company in India as well as in the facilities of our partners.

Investment in R&D activity and projects involves investments in terms of money and well as training efforts and investments in developing employees. The company provides opportunities and exposure to employees at all levels to various technologies and developments and also exposes them to the business strategies of the company.

Consequently, the terms of employment of all employees, specified in their appointment orders or as clarified in this ethics policy, prohibits and restrains them from exploring, entertaining and obtaining employment with the competition either directly or indirectly with such employers or their agents and representatives.

This chapter on the Ethics Policy clarifies issues related to prospective employment with the competition and other institutions or associates that would result in jeopardizing the business interests of the company by existing and future employees taking up employment with the competition.

All employees in the Amara Raja Group of companies are expected to adhere to this ethics policy governing employment with the competition and such other employers.

In the event any section or portion of this ethics policy requires clarification or amplification employees are requested to forward their queries to the Vice President – Human Resources at the Corporate Operations Office in Hyderabad.

Definitions under this chapter of the ethics policy;

1 '**Competitors**' and '**competition**' means and includes companies and corporate entities, business ventures set up by corporate entities, a group of entrepreneurs or an individual or group of investors and other research based or business entities etc which are permitted to conduct business under the law of the land and whose business interests and pursuits, whether for commercial or non-profit goals and objectives is likely to adversely affect the Amara Raja group of companies by virtue of the fact that they deal with the same technology applications, product patents and discoveries and products directly or indirectly similar to the technology applications, patents and products and inventions and discoveries developed by the companies in the Amara Raja Group of companies.

2 'Employment' means and includes the act of searching, obtaining or accepting employment offers or contracts with the competition either by the direct or indirect efforts of the competitors or through employment agencies, agents, contacts and associates appointed by them whether for remuneration, fees, royalty payments, whether for direct or indirect financial gain or not.

Acts and intentions of an individual or a group of employees that would tantamount to a breach of terms of employment and / or a breach of this ethics policy.

- Entertaining or soliciting or exploring or accepting employment offers and employment from the competition.
- Circulating to and encouraging other employees to share and / or accept information leading to employment with the competition.
- Non-disclosure to the Head of Human Resources or any other competent officer any efforts by the competition or their agents if approached or contacted by the competition offering employment opportunities or proposals.
- Non-disclosure to the Head of Human Resources or any other competent officer information pertaining to other employee(s) making efforts to obtain employment with the competition.
- Applying to or responding to employment advertisements / proposals offered by the competition through the print media, electronic media or through other means.
- Responding to employment offers without properly and thoroughly ascertaining whether prospective employment would result in a clash of interest under this ethics policy.
- Using or permitting competition to use or access the company's infrastructure and facilities like telephones, fax, e-mail or courier facilities to pursue explore and obtain or accept employment with the competition.
- Coercing or forcing or using the services and or the good offices and references of existing employees in seeking and obtaining employment with the competition.
- It is the duty of every employee to report to the Head Human Resources any activity that would result in an employee(s) seeking and / or accepting employment with the competition.
- The security and the well being of the company's business interests rests with every employee and they are expected to be alert, abide by and adhere to this ethics policy.