

PHL Code of Conduct for Board Members

1. To act in accordance with the highest standard of personal and professional integrity, honesty and ethical conduct in the discharge of duties and promote professionalism in the Company.
2. To observe and guide the Company in maintaining highest degree of Corporate Governance.
3. To stay abreast of the affairs of the Company and be kept informed of the Company's compliance with relevant laws, rules and regulations.
4. To exercise independent judgement on issues of strategy, performance, policy matters, etc.
5. To avoid and disclose actual and apparent conflicts of personal interest with the interest of the Company and to disclose all contractual interest, whether directly or indirectly, with the Company.
6. To inform the Company immediately about emergence of any situation that may disqualify him/her from Directorship.
7. To maintain confidentiality of the Company's business.
8. To observe the "Code of Conduct for dealing in Equity Shares and other securities of the Company" framed under the SEBI (Prohibition of Insider Trading) Regulation, 1992.
9. Not to accept any offer, payment or anything of value from Company's customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision.
10. To observe the highest moral and ethical standards while dealing with the Company's women employees and directors and to avoid all actions or inactions leading to any kind of sexual harassment.
11. To treat women employees equally and eliminate any gender discrimination.
12. Not to hold any office or place of profit in the Company by himself/herself or by his/her relatives without full disclosure of information in connection therewith.
13. Not to divert to his/her own advantage any business opportunity that the Company is in pursuit.
14. Not to compete, whether directly or indirectly, with the Company.
15. Not to charge personal expenses to the Company.