



# Good Governance: Policies and Practices for Ethical Conduct

At eMudhra, we are committed to upholding the highest standards of corporate governance and ethical conduct. We believe that good governance is essential to building trust with our stakeholders and creating a sustainable business that creates value for all.

## **Code of Conduct and Ethics**

We have implemented a comprehensive code of conduct and ethics that outlines our expectations for ethical behavior and compliance with laws and regulations. The code covers various topics such as conflicts of interest, bribery and corruption, data protection, and social responsibility. We regularly review and update our code to ensure that it reflects the evolving legal and ethical landscape.

## **Whistleblower Policy**

We believe that our employees are our first line of defense against unethical behavior. That's why we have implemented a whistleblower policy that allows employees to report any concerns or suspicions about unethical behavior or violations of the law. We ensure that all reports are treated with confidentiality, and we take appropriate action to investigate and address any issues raised.

## **Risk Management Framework**

We believe that effective risk management is essential to maintaining good governance and ensuring long-term sustainability. We have implemented a risk management framework that identifies, assesses, and manages risks across our operations. We regularly review and update our risk management framework to ensure that it is effective and aligned with our business objectives.

### Board Oversight

We believe that effective oversight by our board of directors is essential to maintaining good governance. Our board oversees our strategy, risk management, and compliance with laws and regulations. We ensure that our board members have the necessary skills, expertise, and independence to provide effective oversight and guidance.

### Transparency and Accountability

We believe that transparency and accountability are essential to building trust with our stakeholders. We regularly disclose information about our operations, financial performance, and sustainability efforts to our stakeholders through various channels such as annual reports, sustainability reports, and stakeholder engagement activities.

We are committed to upholding the highest standards of corporate governance and ethical conduct. We believe that by implementing policies and practices that promote good governance, we can build trust with our stakeholders and create a sustainable business. We will continue to seek ways to improve our governance and ethical practices and ensure that they remain aligned with our business objectives and values.





## Diversity and Inclusion

At eMudhra, we believe that diversity and inclusion are essential to creating a thriving and innovative workforce. We have implemented policies and practices to ensure that our workplace is inclusive and welcoming to employees of all backgrounds and experiences. We believe that by promoting diversity and inclusion, we can create a more creative and dynamic workplace that benefits our employees and our customers.

Social responsibility is an essential part of our commitment to sustainability. We are committed to making a positive impact on the communities where we operate by supporting education, healthcare, and social welfare initiatives. We believe that by engaging with local communities and promoting diversity and inclusion, we can create a more sustainable and equitable future for all. We will continue to seek ways to make a positive impact on society and be a responsible corporate citizen.