

<b>HR Policy No.:</b> HRMS/COC/04/2021	<b>Key Area:</b> Code of Conduct
<b>Effective:</b> 01.03.2021	<b>Sub Key Area:</b> Affirmative Action
<b>Supersedes Policy No.:</b> HRMS/COC/11/2018	<b>Next Review:</b> 01.03.2022

Kansai Nerolac Paints Ltd. (herein after referred to as the 'Company' also includes its subsidiaries / associate companies), hereby adopts the following code of conduct for affirmative action.

1. The Company affirms the recognition that its competitiveness is inter linked with the well being of all sections of the Indian Society.
2. The Company believes that equal opportunity in employment for all sections of society is a Component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country.
3. The Company shall ensure indiscrimination in employment in any form ie working age, gender, nationality, race, religion, disabilities and sexual orientation.
4. The Company does not bias employment away from applicant belonging to disadvantaged sections of society if such applicant posse's competitive skills and job credentials.
5. The Company's selection of Business Partner is not based on any considerations other than normal business parameters.
6. The Company will continue to make all efforts for up skilling and continual training of all its employees in order to enhance their capability and competitive skills.
7. The Company shall ensure prevention of child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its Subsidiaries, manufacturing units, depots.

**Signed – S. Sunder Raman**  
**Vice President – Human Resources**