

Ethics, Transparency

And

Accountability Policy

SAREGAMA INDIA LIMITED

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Ethics, Transparency and Accountability Policy

Saregama is committed to conducting its business in accordance with the applicable laws, rules and regulations and with highest standards of business ethics in dealing with stakeholders.

We understand that ethics, transparency, and accountability are a true reflection of good corporate governance. Deeply instilled within us are our Values, which guide us in our daily choices and decisions. It is our Values that ensures that our commitment to ethics and integrity standards are embedded in who we are and everything we do.

This Policy is intended to provide guidance and help in recognizing and dealing with ethical issues, provide mechanisms to report unethical conduct, and to help foster a culture of honesty and accountability.

Saregama and its value chain members shall endeavour to:

- Comply with all statutory obligations enabling fair competition and ensuring it treats all its stakeholders in an equitable manner.
- Ethically and truthfully discharge their responsibility on mandatory disclosures.
- Transparently communicate with its stakeholders and respectively assure access to information about the policies, procedures and performance regarding its material topics
- Prevent illegal and abusive practices, bribery and corruption, and ensure any concerns of misconduct/ unlawful conduct can be timely reported in a responsible and confidential manner through its Vigil Mechanism.
- Avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines.
- Ensure the effective implementation of all mechanisms and procedures to address incidents of conflicts of interest involving its members, employees and business partners.
- Monitor, measure and review progress against the policy on a periodic basis