

Mangalam Drugs and Organics Ltd.

Regd. Office : Rupam Building, 3rd Floor, 239 P. D'Mello Road, Near G. P. O. Mumbai - 400 001.

☎ 91-22-22616200 / 6300 / 8787 ☎ 91-22-22619090 • CIN : L24230MH1972PLC116413



REF: MDOL/CS-SE/2022- 23/018

August 5, 2022

To,

Listing Department
BSE Ltd
1st Floor, New Trade Wing,
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001.
Scrip Code: 532637

Listing Department
National Stock Exchange of India
Limited
“Exchange Plaza”, 5th Floor,
Plot No. C-1, Block G,
Bandra - Kurla Complex,
Bandra(E), Mumbai – 400 051
Symbol: MANGALAM

Sub: Outcome of Board Meeting held on Friday, August 5, 2022

Dear Sir / Madam,

Pursuant to Regulation 30 read with part A of Schedule III of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 (the Listing Regulations) we wish to inform that the Board of Directors of the Company at its meeting held today i.e., August 5, 2022 *inter-alia* transacted the following business:

1. Considered & approved the Un-Audited Financial Results for the quarter ended June 30th, 2022 along with the Limited Review Report on the results pursuant to Regulation 33 of the Listing Regulations; (Annexure A)
2. Amended Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated persons and immediate relatives of Designated persons in the securities of the company as per Regulation 9 of SEBI (Prohibition of Insider Trading), Regulations, 2015; (Annexure B)
3. Amended Policy on Criteria for Determining Materiality of Events as per Regulation 30 of SEBI (Listing Obligation and Disclosure Requirements), Regulations, 2015 (Annexure C).

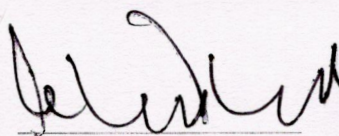

The meeting of Board of Directors of the Company commenced at 03:00 p.m. and concluded at ~~05:00~~ p.m.

We request you to take the same on your records & Oblige.

Thanking You,

Yours faithfully,

For Mangalam Drugs & Organics Limited

Govardhan M. Dhoot

Chairman & Managing Director

DIN: 01240086



V. S. SOMANI & CO.
CHARTERED ACCOUNTANTS

**UNIT NO.127, 1ST FLOOR,
PRABHADEVI UNIQUE INDUSTRIAL
PREMISES CO-OP SOCIETY LTD.,
TWIN TOWER LANE,
OFF. VEER SAVARKAR MARG,
PRABHADEVI, MUMBAI 400 025.
PHONE NO: 022 66624558
EMAIL ID: vidyadhar@cavssomani.com**

Independent Auditor's Review Report on the Quarterly Unaudited Standalone Financial Results of the Company Pursuant to the Regulation 33 and Regulation 52(4) read with regulation 63 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

Review Report to,
The Board of Directors,
Mangalam Drugs and Organics Limited,
Rupam Building, 3rd Floor, 239,
P.D'Mello Road, Mumbai 400001.

1. We have reviewed the accompanying statement of unaudited financial results of **Mangalam Drugs and Organics Limited** (the "Company") for the quarter ended June 30, 2022 (the "Statement") attached herewith, being submitted by the Company, pursuant to the requirements of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "Listing Regulations").
2. This Statement, which is the responsibility of the Company's Management and approved by the Company's Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) "Interim Financial Reporting" prescribed under Section 133 of the Companies Act, 2013 as amended, and other accounting principals generally accepted in India and in compliance with Regulation 33 and Regulation 52(4) read with regulation 63 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended as prescribed in Securities and Exchange Board of India operational circular SEBI/HO/DDHS/P/CIR/2021/613 dated August 10, 2021. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.
4. **Basis for Qualified Conclusion:**
The Company has capitalised two vehicles amounting to Rs.132.03 lakhs during the year ended on March 31, 2021 in the name of director and ex non-executive director. Vehicles are in possession of the Company. Since the ownership of the vehicles are not transferred in the name of the Company, the assets of the Company are overstated to the extent of ₹104.88 lakhs net of depreciation and liabilities are overstated to the extent of ₹63.76 lakhs.

Since the ownership of the vehicles are not in the name of the Company, the depreciation and finance cost is overstated by ₹3.92 and ₹1.36 lakhs respectively for the quarter ended June 30, 2022.

5. Qualified Conclusion:

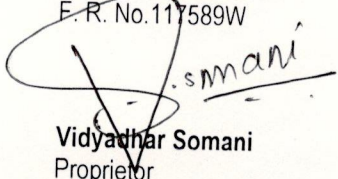
Based on our review conducted as above, except matter as specified in para 4 above nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with the recognition and measurement principles laid down in the aforesaid Indian Accounting Standards ('Ind AS') specified under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.

6. Attention is drawn to the fact that the figures for the quarter ended March 31, 2022 being the balancing figure between the audited figures in respect of the full financial year ended March 31, 2022 and the published unaudited year-to-date figures up to the third quarter of that financial year, which were subjected to a limited review by us, as required under the Listing Regulations.
7. The Comparative financial information of the Company for the corresponding quarter ended on June 30, 2021 included in this statement has been reviewed by the predecessor auditor. The report of the predecessor auditor on these comparative financial information dated August 12, 2021 expressed modified opinion.

Our conclusion is unqualified in respect of matter related with para 6 and 7 as stated above.

Place: Mumbai
Date: August 05, 2022

For V.S. SOMANI & Co.,
Chartered Accountants
F. R. No.117589W


Vidyadhar Somani
Proprietor
Membership No. 102664
UDIN No. 22102664AOIYAM3308

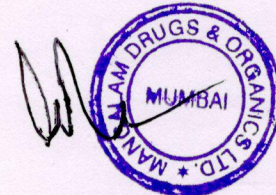


MANGALAM DRUGS AND ORGANICS LIMITED
CIN - L24230MH1972PLC116413

Rupam Building, 3rd Floor, 239, P.D'Mello Road, Near G.P.O, Mumbai - 400001.

Unaudited Financial Results for the Quarter Ended 30th June 2022 approved and taken on record by the Board at their meeting dated 5th August, 2022

Sr.No	Particulars	(Rs. In Lacs)			
		Quarter Ended		Year Ended	
		30.06.2022	31.03.2022	30.06.2021	31.03.2022
		Unaudited	Audited	Unaudited	Audited
1	Income from Operations	10770.03	11,982.99	10,477.84	44,756.13
	(a) Net Sales and Services from Operations	179.46	112.56	0.00	350.71
	(b) Other Operating Income	10949.49	12,095.55	10,477.84	45,106.84
	Total Income from Operations (net) (a+b)	0.66	0.00	52.23	8.94
2	Other Income	10950.15	12,095.55	10,530.07	45,115.78
3	Total Income (1+2)				
4	Expenses	8217.21	7,511.19	7,985.16	33,907.51
	(a) Cost of Materials Consumed	101.03	121.58	0.00	131.24
	(b) Purchase of Stock in trade	(924.69)	766.56	(456.97)	(3,374.86)
	(c) Changes in Inventories of, Finished Goods, and Work In Progress and Stock-in-trade	935.60	1,161.56	776.14	3,725.13
	(d) Employee Benefits Expenses	260.01	268.66	238.99	1,024.91
	(e) Depreciation and amortization expenses	1582.72	1,514.74	1,138.65	5,812.37
	(f) Other Expenses	10,171.88	11,344.28	9,681.96	41,226.30
	Total Expenses (a to f)	778.27	751.26	848.11	3,889.48
5	Profit / (Loss) before finance cost and exceptional and extraordinary items and tax (3-4)	354.48	253.45	296.26	1,116.18
6	Finance costs (net)	423.79	497.81	551.85	2,773.30
7	Profit / (Loss) before exceptional and extraordinary items and tax(5-6)	0.00	0.00	0.00	0.00
8	Exceptional items	423.79	497.81	551.85	2,773.30
9	Profit/(Loss) before extraordinary items and tax (7-8)	0.00	0.00	0.00	0.00
10	Extraordinary Items	423.79	497.81	551.85	2,773.30
11	Profit/(Loss) before tax and after exceptional & extraordinary items				
12	Tax Expenses	133.01	130.42	152.46	880.79
	Current Tax	(9.60)	(301.76)	(42.19)	(73.24)
	Deferred Tax	300.38	669.15	441.58	1,965.75
13	Net Profit(+)/Loss(-) after Tax (11-12)	2.95	6.13	2.06	11.79
14	Other Comprehensive income not reclassified into Profit and loss account (Net of Taxes)	303.33	675.28	443.64	1,977.54
15	Total Comprehensive Income (13+14)	1,582.82	1,582.82	1,582.82	1,582.82
16	Paid-up Equity Share Capital (Face value of Rs 10/- per share)				13,473.32
17	Other Equity				
18	Earnings Per Share (EPS) (of Rs 10/-each not annualised):				
	(a) Basic	1.92	4.23	2.79	12.42
	(b) Diluted	1.92	4.23	2.79	12.42

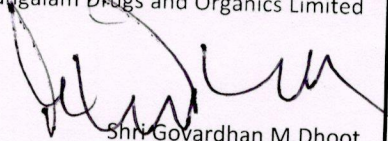


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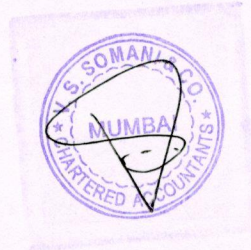
- 1 The above results have been prepared in accordance with Indian Accounting Standard (Ind AS) notified under section 133 of the companies Act 2013, read together with Companies (Indian Accounting Standard) Rules, 2015.
- 2 The above results have been reviewed by the Audit Committee and thereafter, were approved & taken on record by the Board of Directors of the Company at their meeting held on August 05, 2022. The Statutory Auditors have expressed an modified audit opinion on these financial result.
- 3 As the Company's business activity falls within a single primary Business Segment Viz. "Manufacturing of Bulk Drugs" and hence does not have any additional disclosure to be made under Ind AS-108 on "Operating Segments".
- 4 The figures for the quarter ended March 31,2022 are the balancing figures between audited figures in respect of the full financial year 2021-22 and the published year to date unaudited figures upto December 31,2021
- 5 Figures for the previous periods have been regrouped / re-classified to conform with the figures of the current period.

On behalf of Board of Directors
For Mangalam Drugs and Organics Limited




Shri Govardhan M. Dhoot
Chairman and Managing Director
DIN:01240086

Place: Mumbai
Date: August 5, 2022





Annexure B

**CODE OF CONDUCT FOR REGULATING, MONITORING AND REPORTING
OF TRADING
BY DESIGNATED PERSONS AND IMMEDIATE RELATIVES OF DESIGNATED
PERSONS IN THE SECURITIES OF MANGALAM DRUGS AND ORGANICS LIMITED**

Last amended on 5th August 2022

Sr. No.	<u>Index</u>
1.	Objective
2.	Definitions
3.	Purpose of the Code
4.	Compliance Officer
5.	Preservation of “Unpublished Price Sensitive Information”
6.	Trading Plan
7.	Trading Window and Window Closure
8.	Pre-clearance of Trades
9.	Other Restrictions
10.	Disclosure under this Code and the Regulations
11.	Reports
12.	Penalty for contravention of the Code of Conduct
	Annexures

1. OBJECTIVE:

- a. Ensure adequate compliance with applicable securities laws;
- b. Describe the general standards and procedures to regulate Trading in Securities. While this policy and the Company’s authorized employees may provide advice and guidance related to insider trading compliance, ultimate responsibility for compliance resides with the concerned Designated Person.

2. DEFINITIONS:

For the purpose of this Code the following terms shall have the meanings assigned to them as hereunder

- a) “**Act**” means the Securities and Exchange Board of India Act, 1992.



- b) **“Board”** means the Board of Directors of the Company.
- c) **“Code”** shall mean this Code of Conduct for regulating, monitoring and reporting of trading by Designated Persons and immediate relatives of Designated Persons in the securities of Mangalam Drugs and Organics Limited, as amended from time to time.
- d) **“Company or MDOL”** means Mangalam Drugs and Organics Limited .
- e) **“Compliance Officer”** means the Compliance Officer appointed pursuant to **Clause 4** of this Code.
- f) **“Connected Person”** means:
- i. Any person who is or has during the six months prior to the concerned act been associated with a company, directly or indirectly, in any capacity including by reason of frequent communication with its officers or by being in any contractual, fiduciary or employment relationship or by being a director, officer or an employee of the Company or holds any position including a professional or business relationship between himself and the Company whether temporary or permanent, that allows such person, directly or indirectly, access to unpublished price sensitive information or is reasonably expected to allow such access.
 - ii. Without prejudice to the generality of the foregoing, the persons falling within the following categories shall be deemed to be connected persons unless the contrary is established,
 - a. An immediate relative of connected persons specified in clause (i); or
 - b. A holding company or associate company or subsidiary company; or
 - c. An intermediary as specified in Section 12 of the Act or an employee or director thereof; or
 - d. An investment company, trustee company, asset management company or an employee or director thereof; or
 - e. An official of a stock exchange or of clearing house or corporation; or
 - f. A member of board of trustees of a mutual fund or a member of the board of directors of the asset management company of a mutual fund or is an employee thereof; or



- g. A member of the Board of directors or an employee, of a public financial institution as defined in section 2 (72) of the Companies Act, 2013; or
 - h. An official or an employee of a self-regulatory organization recognized or authorized by the Board; or
 - i. A banker of the Company; or
 - j. A concern, firm, trust, Hindu Undivided Family, company or association of persons wherein a director of the Company or his immediate relative or banker of the Company, has more than ten per cent, of the holding or interest;
- g) **“Designated Persons(s)”** shall mean:
- a. Directors excluding independent Directors of the Company;
 - b. Key Managerial Personnel of the Company;
 - c. Employees in Senior Management;
 - d. All Employees working in accounts, finance, secretarial, legal and IT department of the Company;
 - e. All Employees who are working for common interest of the promoter or promoter group;
 - f. Executive Secretaries / Assistant to the Directors of the Company;
 - g. Permanent invitee(s) to the Board and / or Committee Meetings of the Company;
 - h. Promoters and member of the Promoter Group of the Company;
 - i. Directors, CEO and Senior Management Employees (two level below CEO) of holding and subsidiary company of the Company;
 - j. Such other persons as may be notified by the Compliance Officer from time to time who may be or may have possession of Unpublished Price Sensitive Information.
- h) **“Digital Database”** means a platform maintained in electronic form to store such information as per provisions of the Regulations;
- i) **“Director”** means a member of the Board of Directors of the Company;
- j) **“Employee”** means every employee of the Company including the Directors in the employment of the Company;



- k) **“Generally available Information”** means information that is accessible to the public on a non- discriminatory basis;
- l) **“Immediate Relative”** means a spouse of a person, and includes parent, sibling, and child of such person or of the spouse, any of whom is either dependent financially on such person, or consults such person in taking decisions relating to trading in securities;
- m) **“Insider”** means any person who;
- i. A connected person; or
 - ii. In possession of or having access to unpublished price sensitive information
- n) **“Key Managerial Person”** means person as defined in Section 2(51) of the Companies Act, 2013;
- o) **“Legitimate Purpose”** means and includes sharing of UPSI with any internal / external stakeholders in the course of business and as further set out in the Code;
- p) **“Promoter”** shall have the meaning assigned to it under the Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 including any modification thereof;
- q) **“Regulations”** shall mean the Securities & Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and any amendments thereto;
- r) **“Securities”** shall have the meaning assigned to it under the Securities Contracts (Regulation) Act, 1956 (42 of 1956) or any modification thereof except units of a mutual fund;
- s) **“Takeover regulations”** means the Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 and any amendments thereto;
- t) **“Trading”** means and includes subscribing, buying, selling, dealing, or agreeing to subscribe, buy, sell, deal in any securities, and "trade" shall be construed accordingly;



- u) **“Trading Day”** means a day on which the recognized stock exchanges are open for trading;
- v) **“Unpublished Price Sensitive Information” or “UPSI”** means any information, relating to a company or its securities, directly or indirectly, that is not generally available which upon becoming generally available, is likely to materially affect the price of the securities.

The following information shall be deemed to be UPSI;

- i. Financial results;
- ii. Dividends;
- iii. Change in capital structure; of the Company except pursuant to share based employee benefits scheme/ plan of the Company;
- iv. Mergers, de-mergers, de-listings; and
- v. Changes in key managerial personnel

However, certain information will be treated as Unpublished Price Sensitive Information based on the **materiality of the information**. The information shall be termed as material if the information fulfills any of the following criteria;

- i. **Quantitative criteria** of determining materiality shall become applicable to an **event / information**;

Where the corresponding value involved or the corresponding estimated impact exceeds;

- a. 20 % of the Profit after Tax; or
- b. 15 % of the Turnover; or
- c. 50 % of the net worth

The above threshold shall be determined on the basis of Audited Financial Statements of the previous Financial Year.

- ii. **Subjective criteria** of determining materiality shall become applicable to **an event / information**;

The omission of which is likely to result in -



- a. A discontinuity of information already available publicly; or
 - b. Significant market reaction in the price of the securities of the Company, if the said omission came to public at a later date.
- iii. In the **opinion of Board of Directors** of the Company, the information is considered as material information.

It should be understood that the determination of materiality should be a dynamic concept. It shall depend on the context of disclosures and may therefore be applied differently to different disclosures over time depending on the evolution of various factors involved. Also, care should be taken if the information is proprietary or confidential. Information shall be regarded as proprietary to the Company if disclosing it publicly would undermine its competitive position. Information shall be regarded as Confidential if there are obligations to other counterparty relationships binding the Company to confidentiality

Words and expressions used and not defined in these regulations but defined in the Securities and Exchange Board of India Act, 1992 (15 of 1992), the Securities Contracts (Regulation) Act, 1956 (42 of 1956), the Depositories Act, 1996 (22 of 1996) or the Companies Act, 2013 (18 of 2013) and rules and regulations made thereunder shall have the meanings respectively assigned to them in those legislation.

3. PURPOSE OF THE CODE:

This self-regulated Code is designed to maintain the highest ethical standards of dealing in securities of the Company by persons to whom it is applicable. The provisions of the Code are designed to regulate, monitor and report trades by Designated Person or their immediate relatives in MDOL Securities.

4. COMPLIANCE OFFICER:

“Compliance Officer” shall mean the Managing Director of MDOL or such other person as may be designated by the Board of Directors to act as Compliance officer for the purpose of the Regulations and this Code.

The Managing Director shall nominate any other person in the Company to act as Compliance Officer for the purpose of this Code during the absence of the Company



Secretary.

Role of Compliance Officer:

- a. The Compliance Officer shall report on insider trading to the Board of Directors of the Company and in particular, shall provide reports to the Chairman of the Audit Committee, if any, or to the Chairman of the Board of Directors at such frequency as may be stipulated by the Board of Directors.
- b. The Compliance Officer shall assist all employees in addressing any clarifications regarding the Securities & Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and the Company's Code of Conduct.

5. PRESERVATION OF "UNPUBLISHED PRICE SENSITIVE INFORMATION":

- a. All information shall be handled within the Company on a need-to-know basis and no unpublished price sensitive information shall be communicated to any person except in furtherance of the insider's legitimate purposes, performance of duties or discharge of his legal obligations.

Explanation: "need to know" basis means that Unpublished Price Sensitive Information should be disclosed only to those within the Company who need the information to discharge their duty or legal obligations or legitimate purpose and whose possession of such information will not give rise to a conflict of interest or appearance of misuse of the information

- b. All non-public information directly received by any employee should immediately be reported to the Compliance Officer.
- c. Files containing confidential information shall be kept secure. Computer files must have adequate security of login and password etc.
- d. Gap between clearance of accounts by audit committee and Board Meeting should be as narrow as possible and preferably on the same day.
- e. Unpublished price sensitive information may be communicated, provided, allowed access to or procured, in connection with a transaction which entails:



- An obligation to make an open offer under the takeover regulations where the Board of Directors of the Company is of informed opinion that the proposed transaction is in the best interests of the Company; or
- Not attracting the obligation to make an open offer under the take-over regulations but where the Board of Directors of the Company is of informed opinion that the proposed transaction is in the best interests of the Company and the information that constitute unpublished price sensitive information is disseminated to be made generally available at least two trading days prior to the proposed transaction being effected in such form as the Board of Directors may determine.

However, the Board of Directors shall require the parties to execute agreements to contract confidentiality and non-disclosure obligations on the part of such parties and such parties shall keep information so received confidential, except for the limited purpose and shall not otherwise trade in securities of the Company when in possession of unpublished price sensitive information.

f. Sharing of UPSI for Legitimate Purpose;

No Insider shall communicate, provide, or allow access or procure from or cause communication by any insider regarding any UPSI, relating to the Company or securities, to any person including other insiders except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations provided that such sharing has not been carried out to evade or circumvent the prohibitions of these regulations.

g. Roles and Responsibilities of NODAL Officer;

The NODAL Officer will be Managing Director or Chief Financial Officer of the Company for UPSI, who inter-alia shall be responsible for;

- a) To share UPSI for legitimate purpose and on need to know basis;
- b) To ensure Compliance with the Insider Trading Policy;
- c) To make entries in the digital Data base;
- d) To ensure the confidentiality of the UPSI;
- e) To consider Measures adopted for maintaining the confidentiality of UPSI;



- f) To review on quarterly basis effectiveness of internal controls from time to time and report to the Audit Committee;
 - g) To execute agreements to contract confidentiality and non-disclosure obligations
- h. Digital Database;

The NODAL Officer shall also be responsible to maintain a structured digital database of such person or entities as the case may be with whom the UPSI is shared under this regulation, which shall contain the following information.

- a) Name of such recipient of UPSI.
- b) Name of the Organization or entity with whom the recipient represent.
- c) Postal Address and E-mail ID of such recipient.
- d) Permanent Account Number (PAN) or any other identifier authorized by law, if PAN is not available.
- e) Legitimate Purpose for communication of UPSI.
- f) Such other details and information as may be considered necessary by the Nodal Officer or as may be prescribed under the Regulations from time to time.

6. TRADING PLAN:

- a. A Designated Person or an Insider shall be entitled to formulate a trading plan for dealing in securities of the Company and present it to the Compliance Officer for approval and public disclosure pursuant to which trades may be carried out on his behalf in accordance with such plan.
- b. Trading Plan shall:
 - (i) Not entail commencement of trading on behalf of the insider earlier than six months from the public disclosure of the plan;
 - (ii) Not entail trading for the period between the twentieth trading day prior to the last day of any Financial Period for which results are required to be announced by the issuer of the securities and the second trading day after the disclosure of such financial results;
 - (iii) Entail trading for a period of not less than twelve months;
 - (iv) Not entail overlap of any period for which another trading plan is already in existence;
 - (v) Set out either the value of trades to be effected or the number of securities to



be traded along with the nature of the trade and the intervals at, or dates on which such trades shall be effected; and

(vi) Not entail trading in securities for market abuse.

- c. The Compliance Officer shall consider the Trading Plan made as above and shall approve it forthwith. However, he shall be entitled to take express undertakings as may be necessary to enable such assessment and to approve and monitor the implementation of the plan as per provisions of the Regulations.

The Trading Plan once approved shall be irrevocable and the Insider shall mandatorily have to implement the plan, without being entitled to either deviate from it or to execute any trade in the securities outside the scope of the trading plan.

However, the implementation of the trading plan shall not be commenced, if at the time of formulation of the plan, the Insider is in possession of any unpublished price sensitive information and the said information has not become generally available at the time of the commencement of implementation. The commencement of the Plan shall be deferred until such unpublished price sensitive information becomes generally available information. Further, the Insider shall also not be allowed to dealing in securities of the Company, if the date of trading in securities of the Company, as per the approved Trading Plan, coincides with the date of closure of Trading Window announced by the Compliance Officer.

- d. Pre-clearance of trades shall not be required for a trade executed as per an approved trading plan.
- e. The trading window norms and restrictions on contra trade shall not be applicable for trades carried out in accordance with an approved trading plan.
- f. Upon approval of the trading plan, the compliance officer shall notify the plan to the stock exchanges on which the securities are listed.

7. TRADING WINDOW AND WINDOW CLOSURE:

The trading period, i.e. the trading period of the stock exchanges, called “trading window”, is available for trading in the Company’s securities.



- a. All Designated Persons / their Immediate Relatives shall be subject to the trading restrictions as enumerated below;
1. The Designated Person and their immediate relatives are allowed to trade in the shares of the Company only during specific trading period called “Trading Window” to be specified by the Company.
 2. All Designated Persons and their immediate relatives shall not trade in the securities of the Company when the trading window is closed. It is the duty of the Designated Persons to inform the Immediate Relatives about the closure of trading window, as and when communicated by the Company and ensure that they do not deal in the Securities of the Company.
 3. The Trading Window shall be closed during the time the information mentioned hereunder is unpublished;
 - i. Declaration of Financial Results (quarterly, half yearly and annual)
 - ii. Declaration of dividends (interim and final)
 - iii. Change in capital structure
 - iv. Mergers, de-mergers, de-listings;
 - v. Changes in key managerial personnel;
 - vi. Such other information as may be specified by the Compliance Officer in consultation with the Managing Director/ Chief Executive Officer for the purpose.
 4. In respect of declaration of financial results, the Trading Window shall remain closed from the day when notice convening the Board Meeting/Committee Meeting to consider and approve the financial results of the quarter, half-year or financial year, as the case may be is given to the Stock Exchanges and till 48 hours after the results are communicated to the Stock Exchanges after the date of the meeting.
 5. Similarly, in respect of events mentioned in clause (b) to (c), the Trading Window shall remain closed from the day when notice convening the Board Meeting/Committee Meeting to consider and approve the concerned event, as the case may be is given to the Stock Exchanges and till 48 hours after the outcome of



the Meeting is communicated to the Stock Exchanges after the date of the meeting.

6. Trading Window for the events mentioned in clause (d) to (f) will be closed for such Designated Persons who at the time of closure of trading window possess or hold any UPSI.
 7. The Trading Window shall be opened 48 hours after the information referred above is made public by intimation to the Stock Exchange.
 8. All Designated Persons shall conduct all their dealing in the securities of the Company only in a valid trading window and shall not deal in any transaction involving the purchase or sale of the Company's securities during the periods when the trading window is closed, or during any other period as may be specified by the Company from time to time.
 9. In case of ESOPs, exercise of option may be allowed in the period when the trading window is closed. However, sale of shares allotted on exercise of ESOPs shall not be allowed when trading is closed.
- b. The Compliance Officer after taking into account various factors including the unpublished price sensitive information in question becoming generally available and being capable of assimilation by the market, shall decide the timing for re-opening of the trading window, however in any event it shall not be earlier than forty-eight hours after the information becomes generally available.
 - c. The trading window shall also be applicable to any person having contractual or fiduciary relation with the Company, such as auditors, accountancy firms, law firms, analysts, consultants etc., assisting or advising the Company.

8. PRE-CLEARANCE OF TRADES:

- a. All Designated Persons or their immediate relatives who intend to trade in MDOL Securities shall apply for pre-clearance of the transactions, by making an application as per prescribed form and undertaking set out in **Annexure 1** and **Annexure 2**, to the Compliance Officer if the value of the proposed trades exceeds Rs. 10,00,000/- (Rupees Ten Lakhs) in a calendar quarter, in a single transaction or in multiple



transactions or such other value as may be specified by the Board of Directors from time to time.

However, no designated person shall be entitled to apply for pre-clearance of any proposed trade if such designated person is in possession of unpublished price sensitive information even if the trading window is not closed and hence he shall not be allowed to trade.

- b. The Compliance Officer shall either clear the requested trade or decline to clear the requested trade within three (3) Working Days from the receipt of the application (duly completed in all respects) as per the prescribed form set out in **Annexure - 3**. In case the Compliance Officer declines to clear the requested deal, he shall assign reasons in writing for doing so. If the Designated Person doesn't receive any response from the Compliance Officer within the aforesaid period of three (3) Working Days, the requested deal can be deemed to have been cleared by the Compliance Officer.
- c. Prior to approving any trades, the Compliance Officer shall be entitled to seek declarations to the effect that the applicant for pre-clearance is not in possession of any unpublished price sensitive information.
- d. In case the Compliance Officer or any of his/her Immediate Relatives intend to trade in MDOL Securities, the Compliance Officer shall apply for pre clearance for such trade as per the prescribed form set out in **Annexure 1** to the Managing Director or of the Company who would consider the application (duly completed in all respect) within three (3) Working days as aforesaid. The remaining provisions of this clause, as applicable to Designated Persons, would also apply to the Compliance Officer.

9. OTHER RESTRICTIONS:

- a. The Designated Persons shall execute their order of MDOL Securities within seven trading days after the approval of pre-clearance is given, failing which fresh pre-clearance would be needed for the trades to be executed.
- b. The Designated Person shall not execute/deal in a contra trade for any number of MDOL securities for a period of 6 months from the execution of the last trade in MDOL securities. However, this shall not be applicable for trades pursuant to exercise of stock



options.

Explanation: Contra trade means: In case the Designated Person pre-clears for buying shares of the Company, he cannot enter into a sale of securities of the Company for a period of 6 months from the date of execution of buy order and vice-versa.

- c. The Compliance officer (in consultation with the Managing Director on a case to case basis) may waive the trade of securities, in case it is necessitated due to personal emergency before the six months period mentioned above, for reasons to be recorded in writing provided that such relaxation does not violate these Regulations.
- d. The Designated Person shall apply in **Annexure 6** to the Compliance Officer. The Compliance Officer may take necessary undertakings and declarations and seek appropriate information as he deems necessary from the designated person before granting the relaxation.
- e. Notwithstanding anything above, if a contra trade is executed inadvertently or otherwise in violation of this code, the profits therefrom must be disgorged for remittance to SEBI for credit to the Investor Protection and Education Fund administered by SEBI.

10. DISCLOSURE UNDER THIS CODE AND THE REGULATIONS:

- a. Designated Persons shall be required to disclose names and Permanent Account Number or any other identifier authorized by law of the following persons to the company on an annual basis and as and when the information change:
 - 1. Immediate relatives;
 - 2. Persons with whom such designated person(s) shares a material financial relationship;
 - 3. Phone, mobile and cell numbers which are used by them.

In addition, the names of educational institutions from which designated persons have graduated and names of their past employers shall also be disclosed on a one time basis.

Explanation - The term “material financial relationship” shall mean a relationship in which one person is a recipient of any kind of payment such as by way of a loan or gift



during the immediately preceding twelve months, equivalent to at least 25% of such payer's annual income but shall exclude relationships in which the payment is based on arm's length transactions.

Initial Disclosure

- a. Every promoter, key managerial personnel and director of the Company, within thirty days of these regulations taking effect, shall forward to the Company the details of all holdings in securities of the MDOL presently held by them including the statement of holdings of dependent family members in the prescribed Form **Annexure 5**.
- b. Every person on appointment as a Key Managerial Personnel or a Director of the Company or upon becoming a promoter shall disclose his holding of securities of the MDOL as on the date of appointment or becoming a promoter, to the Company within seven days of such appointment or becoming a promoter.

Continual Disclosure

- a. Every promoter, designated person and director of the Company shall disclose to the Company the number of such securities acquired or disposed of within two trading days of such transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of Rs. Ten Lakhs and for which pre-clearance has been obtained.
- b. The disclosure shall be made within 2 working days of:
 1. The receipt of intimation of allotment of shares, or
 2. The acquisition or sale of shares or voting rights, as the case may be
- c. Within 2 days of the receipt of intimation under **Clause B**, the Compliance Officer shall disclose to all Stock Exchanges on which the Company is listed, the information received.



Ad-hoc Disclosure:

- a. The Company may at its own discretion require any other connected persons or class of connected persons to make disclosures of holdings and trading in securities of the Company in such Form and at such frequency as may be determined by the Company to monitor compliance with this Code and the Regulations.
- b. The Designated Person who is leaving the organization will be required to execute the undertaking as provided in **Annexure 7**.

The disclosures made hereunder shall be maintained by the Company, for a minimum period of five years, in such form as may be specified.

11. REPORTS:

The following persons shall report to specified authorities at the frequencies stated below:

<u>Authority</u>	<u>Role/ Responsibility</u>	<u>Reporting authority / person</u>	<u>Frequency</u>
Board of Directors	Results of Enquiries of Leak/ Suspected Leak of UPSI	Enquiry Committee	Quarterly
Board of Directors	Compliance of the Regulations	Audit Committee	Annually
Board of Directors	Compliance with the requirements of maintenance of Digital database	Nodal officer	Annually
Audit Committee	<ul style="list-style-type: none">➤ Adequacy and Effectiveness of Internal Control➤ Compliance of the Regulations	External Auditor appointed by the Compliance Officer under the supervision of the Audit Committee	Annually

To this purpose the Reporting authority / person is authorized to seek such additional



information from the Designated Persons, Nodal Officers and Insiders as may be required to submit its report to respective authorities.

12. PENALTY FOR CONTRAVENTION OF THE CODE OF CONDUCT:

- a. Any Designated Persons who trade in securities or communicates any information for trading in securities, in contravention of this code may be penalized and appropriate action may be taken by the Company against such person.
- b. Designated persons who violate the provisions of this Code shall also be subject to disciplinary action by the Company, which would be determined by the Managing Director, based on the recommendations of the committee to be set up for this purpose. The penalty may include wage freeze, suspension, recovery, clawback, etc.
- c. The action taken by the Company shall not preclude SEBI from taking any action in case of violation of the Insider trading Regulations.

13. INFORMATION TO SEBI:

In case, it is observed by the Compliance Officer that there has been a violation of the SEBI (Prohibition of Insider Trading) Regulations, 2015 then on behalf of the Company, the Compliance Officer in consultation with and based on the advice of NODAL Officer, Audit Committee and the Board of Directors of the Company, will intimate the SEBI about such violation at the earliest.



Annexure - 1
SPECIMEN OF APPLICATION FOR PRE-DEALING APPROVAL

Date: __/__/__

To,
The Compliance Officer,
Mangalam Drugs and Organics Limited

Application for Pre-dealing approval in Securities of the Company

Dear Sir / Madam,

Pursuant to the SEBI (prohibition of Insider Trading) Regulations, 2015 and the Company's **Code of Conduct for Prevention of Insider Trading**, I seek approval as per below with form of Undertaking signed by me:

1.	Name of the applicant with Designation		
2.	Number of securities held as on date		
3.	Folio No. / DP ID / Client ID No.)		
4.	Proposal is for	a. Purchase of Securities b. Sale of Securities c. Subscription of Securities	
5.	Proposed date of dealing in securities		
6.	Estimated number of securities proposed to be acquired / subscribed / sold		
7.	Price at which the transaction is proposed		
8.	Current Market Price (As on date of Application)		
10.	Whether the proposed transaction will be through stock exchange or off-market deal		
11.	Folio No. / DP ID / Client ID No. where the securities will be credited / debited		

Yours faithfully,
(Signature of Designated Person)

Annexure - 2

**FORMAT OF UNDERTAKING TO BE ACCOMPANIED WITH THE APPLICATION FOR
PRECLEARANCE APPLICATION**

To,
The Compliance Officer,
Mangalam Drugs and Organics Capital Limited

I, _____ of the Company residing at _____, am desirous of dealing in _____ shares of the Company as mentioned in my application dated for pre-clearance of the transaction.

I further declare that I am not in possession of or otherwise privy to any unpublished Price Sensitive Information (as defined in the Company's Code of Conduct for prevention of Insider Trading (the Code) up to the time of signing this Undertaking.

In the event that I have access to or received any information that could be construed as "Price Sensitive Information" as defined in the Code, after the signing of this undertaking but before executing the transaction for which approval is sought, I shall inform the Compliance Officer of the same and shall completely refrain from dealing in the securities of the Company until such information becomes public.

I declare that I have not contravened the provisions of the Code as notified by the Company from time to time.

I undertake to submit the necessary report within four days of execution of the transaction / a 'Nil' report if the transaction is not undertaken.

If approval is granted, I shall execute the deal within 7 days of the receipt of approval failing which I shall seek pre-clearance.

I declare that I have made full and true disclosure in the matter.

Yours faithfully,
(Signature of Designated Person)

Annexure - 3
FORMAT FOR PRE- CLEARANCE ORDER

To,

_____ (Name)

_____ (Designation)

_____ (Place)

_____ (Date)

This is to inform you that your request for dealing in _____ (NOS) shares of the Company as mentioned in your application dated _____ are approved. Please note that the said transaction must be completed on or before _____ (Date) that is within 7 days from today.

In case you do not execute the approved transaction / deal on or before the aforesaid date you would have to seek fresh pre-clearance before executing any transaction / deal in the securities of the Company. Further, you are required to file the details of the executed transactions in the attached format within 2 days from the date of transaction/deal. In case the transaction is not undertaken a 'Nil' report shall be necessary.

Yours faithfully,

For Mangalam Drugs and Organics Limited,

Compliance Officer

Enclosure: Format for submission of details of transaction

Annexure - 4
FORMAT FOR DISCLOSURE OF TRANSACTIONS

(To be submitted within 2 trading days of transaction / dealing in securities of the Company)

To,
The Compliance Officer,
Mangalam Drugs and Oraganics Limited,

I hereby inform that I

- Have not bought / sold/ subscribed any securities of the Company
- Have bought / sold / subscribed to securities as mentioned below on _____ (Date).

<u>Name of holder</u>	<u>No. of securities dealt with</u>	<u>Bought / sold / subscribed</u>	<u>DP ID/Client ID / Folio No</u>	<u>Price (Rs.)</u>

In connection with the aforesaid transaction(s), I hereby undertake to preserve, for a period of 3 years and produce to the Compliance officer / SEBI any of the following documents:

1. Broker's contract note.
2. Proof of Payment to/ from Brokers.
3. Extract of Bank Passbook / Statement (to be submitted in case of Demat Transactions).
4. Copy of Delivery instruction slips (applicable in case of Sale Transaction).

I agree to hold the above securities for a minimum period of six months. In case there is any urgent need to sell these securities within the said period, I shall approach the Compliance Officer for Necessary Approval. (Applicable in case of Purchase / Subscription).

I declare that the above information is correct and that no provisions of the Company's Code and / or applicable laws / regulations have been contravened for effecting the above said

transactions(s).

Date:

Signature:

Name:

Designation:

Annexure 5
FORMAT FOR INITIAL DISCLOSURE OF SECURITIES

To,
The Compliance Officer,
Mangalam Drugs and
Organics Limited

I, _____ in my capacity as _____ of the Company hereby submit the following details of securities held in the Company as _____ (Date of becoming Designated Person)

I. Details of securities held by me:

<u>Type of Securities</u>	<u>No. of securities held</u>	<u>Folio No</u>	<u>Beneficiary A/c Client ID</u>

II. Details of dependent(s):

Pursuant to the provisions of SEBI (Prohibition of Insider Trading) Regulations, 1992 and the Company's Code of Procedures and Conduct for Prevention of Insider Trading, I hereby declare that I have the following dependents:

<u>Sr. No.</u>	<u>Name of the dependent</u>	<u>Relation with Director / Officer / Designated Employee</u>

III. Details of securities held by dependent(s):

<u>Name of Relative</u>	<u>Relationship</u>	<u>Type of securities</u>	<u>No. of Securities held</u>	<u>Folio No</u>	<u>Beneficiary A/c Client ID</u>

Date:

Signature:

Name:

Designation:

Annexure 6

APPLICATION TO ENTER INTO CONTRA TRANSACTION, IN CASE OF PERSONAL EMERGENCY

(Application by Designated Person (s) to enter into contra transaction within 6 months from the date of execution of last transactions in case of personal emergency)

To,
The Compliance Officer,
Mangalam Drugs and Organics Limited

Dear Sir,

Sub: Permission to enter into contra transaction within 6 months from the execution of the last trade in MDOL securities

In terms of the provisions of MDOL Code of Conduct for regulating, monitoring and reporting of trading by Insiders ("the Code"), the Designated Person shall not execute / deal in a contra trade for any number of MDOL securities for a period of 6 months from the execution of the last trade in MDOL securities.

I had executed the last trade in MDOL securities as under:

<u>Sr. No.</u>	<u>Nature of Trade (Sale or Purchase)</u>	<u>Date of trade</u>	<u>Number of Shares</u>	<u>Client ID</u>

On account of the exigent circumstances mentioned hereunder, I desire to execute a contra trade in the MDOL securities forth with:

<< *Please summarize reasons and personal exigency* >>

In view of the aforesaid, I seek relaxation to the above provisions of the Code.

Thanking you,

Signature:

Name:

Designation:

Employee Code:

Date:

Place:

Annexure 7

**FORMAT OF STATEMENTS OF HOLDINGS BY DESIGNATED PERSON AND UNDERTAKING
TO BE SIGNED UPON LEAVING THE ORGANISATION**

Compliance Officer

_____ Limited (ISIN - _____)

Dear Sir,

Subject: Statement of Shareholdings and undertaking

I. STATEMENT OF SHAREHOLDINGS OF DESIGNATED PERSON

Date of Resignation:

Last Working Day:

Name	Department/ Program & Process	No. of shares / securities held on the date of tendering the Resignation	No. of shares/ securities bought post resignatio n	No. of shares/ securities sold post resignatio n	No. of shares / securities held on the Last working day	PAN	Folio No. / DP ID / Client ID

II. DETAILS OF SHARES / SECURITIES HELD BY IMMEDIATE RELATIVE(S):

<u>Name of Relative</u>	<u>Relationship</u>	<u>No. of shares/ securities held on the date of tendering the Resignation</u>	<u>No. of shares/ securities bought / traded* post resignation</u>	<u>No. of shares/ securities sold/trade * post resignation</u>	<u>No. of shares/ securities held on the Last working day</u>	<u>PAN</u>	<u>Folio No. DP ID / Client ID</u>

*** In case Traded in securities otherwise than by way of buying or selling, like pledge etc. please disclose that also**

I hereby confirm that I have / do not have access to any un-published price sensitive information as on the date of leaving the organization.

I hereby further confirm that I will not enter into any transaction pertaining to the securities of the Company in future, either directly or otherwise, based on any un-published price sensitive information, which I am privy to, if any and will not communicate, provide, or allow access to any UPSI, relating to the Company or securities thereof, to any person including other employee(s), Immediate Relative(s) and any other person(s) except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations, if any.

I undertake to continue abiding by the Code / relevant SEBI regulations atleast for 6 months from the date of leaving the Organization, failing which I would be solely responsible for the consequences, to the complete exclusion of the Organization, its Directors and officers and the Compliance officer, as they would not have any recourse post my leaving the Company to communicate with me to pursue compliances hereunder.

I further declare that the above disclosure is true and correct and is in accordance with the previous disclosures, if any, given to the Company.

I undertake that I shall indemnify the Company as given below:

- i) To hold _____ Limited, its directors, officers and employees faultless in the event of any investigation against me for insider trading by any regulatory authority.
- ii) To make good to the _____ Limited, its directors, officers and/or employees, for all economic losses, fines or penalty, if any, imposed on the _____ Limited, its directors, officers and/or employees as a result of any investigation by any regulatory authority/authorities into any of the transactions entered by me in dealing with the securities of the Company.
- iii) To compensate the _____ Limited, its directors, officers and /or employees for and towards all legal expenses incurred in defending itself in such investigations, including advocate's fees.

Yours faithfully,

Signature : _____

Date : _____

Place : _____



Annexure C

POLICY ON CRITERIA FOR DETERMINING MATERIALITY OF EVENTS

(Last Amended dated August 05th 2022)

<u>Sr. No.</u>	<u>Index</u>
1.	Objective
2.	Definitions
3.	Guidelines for determining Materiality of Events or Information
4.	Disclosures of Events or Information
5.	Authority to Key Managerial Personnel
6.	Amendments
7.	Dissemination of Policy

1. OBJECTIVE:

The Policy is framed in accordance with the requirements of the Regulation 30 of Securities and Exchange Board of India (“SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Regulations).

The objective of the Policy is to determine materiality of events or information of the Company and to ensure that such information is adequately disseminated in pursuance with the Regulations and to provide an overall governance framework for such determination of materiality.

2. DEFINITIONS:

- a. **“Authorized Key Managerial Personnel”** shall mean Managing Director, Whole Time Director and CFO who are authorized, individually or jointly, for determining the materiality of event or information that qualifies for disclosure and to decide the appropriate time and details of its disclosure to be made to the Stock Exchange(s).
- b. **“Act”** shall mean the Companies Act, 2013 and the Rules framed there under, including any modifications, clarifications, circulars or re-enactment thereof.
- c. **“Board of Directors”** or **“Board”** means the Board of Directors of Mangalam Drugs and Organics Limited, as constituted from time to time.
- d. **“Company”** means Mangalam Drugs and Organics Limited.
- e. **“Key Managerial Personnel”** mean key managerial personnel as defined in sub- section (51) of section 2 of the Companies Act, 2013;
- f. **“Listing Agreement”** shall mean an agreement that is to be entered into between a recognised stock exchange and the Company pursuant to SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015
- g. **“Material Event”** or **“Material Information”** shall mean such event or information as set out in the Schedule or as may be determined in terms of **Clause 3** of the Policy. In the Policy, the words, “material” and “materiality” shall be construed accordingly.



- h. **“Policy”** means this Policy on criteria for determining Materiality of events or information and as may be amended from time to time.
- i. **“Regulations”** mean SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 including any modifications, clarifications, circulars or re-enactment thereof.
- j. **“Schedule”** means a Schedule III of (Listing Obligations and Disclosure Requirements) Regulations, 2015
- k. **“Stock Exchanges”** means BSE Limited and the National Stock Exchange of India Limited where the equity shares of the Company are listed.

Any other term not defined herein shall have the same meaning as defined in the Companies Act, 2013, the Listing Agreement, Regulations or any other applicable law or regulation to the extent applicable to the Company.

3. GUIDELINES FOR DETERMINING MATERIALITY OF EVENTS OR INFORMATION:

Events / information shall be considered as Material if it meets any of the following criteria:

- a. The event or information is in any manner unpublished price sensitive information;
- b. The omission of an event or information, which is likely to result in discontinuity or alteration of event or information already available publicly;
- c. The omission of an event or information is likely to result in significant market reaction if the said omission came to light at a later date; and
- d. Any other event / information which is treated as being material in the opinion of the Managing Director and Chief Financial Officer.

Contact Details of Managing Director and Chief Financial Officer:

- 1. **Name** : Mr. Mr. Govardhan M Dhoot
Designation : Managing Director (“MD”)
E-Mail ID : contactus@mangalamdrugs.com
- 2. **Name** : Mr. Ajay Avinash Samant
Designation : Chief Financial Officer (“CFO”)
E-Mail ID : investors@mangalamdrugs.com

4. DISCLOSURES OF EVENTS OR INFORMATION:

- A. **Para A of Part A of Schedule III** of Regulations provides that those events which have to be considered as material and accordingly disseminated. In respect of such events, the company shall have no discretion in deciding whether they need to be reported to the exchanges or not. Such events as mentioned in Para A of part A of Schedule III therein shall be reported to the exchange as being material.



B. **Para B of Part A of Schedule III** of Regulations lists out the events which are to be disclosed by the company upon application of the guidelines for determination of materiality as provided under clause 3 of this policy. Those events as mentioned in Para B of Part A of Schedule III therein shall be reported to the exchange upon application of the guidelines for determination of materiality as provided under clause 3 of this policy.

5. AUTHORITY TO KEY MANAGERIAL PERSONNEL:

The Authorized Key Managerial Personnel of the Company shall severally have the authority to determine materiality of any event or information and make the disclosures of such material event or information to stock exchange(s).

The Company Secretary of the Company shall have the authority of making the disclosures of such material event or information to stock exchange(s), subject to the provisions of this Policy.

As required by the Regulations, the company shall provide to the stock exchange(s), the contact details of the above-named persons and update the same from time to time. Their details shall also be provided on the company's website.

6. AMENDMENTS:

The Board of Directors may subject to the applicable laws amend any provision(s) or substitute any of the provision(s) with the new provision(s) or replace the Policy entirely with a new Policy. However, no such amendment or modification shall be inconsistent with the applicable provisions of any law for the time being in force.

7. DISSEMINATION OF POLICY:

This Policy shall be hosted on the website of the Company.