

June 05, 2015

National Stock Exchange of India Ltd.  
"Exchange Plaza"  
Bandra – Kurla Complex,  
Bandra (East),  
Mumbai – 400 051

BSE Limited  
Corporate Relation Department,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
mumbai – 400 001

Company Symbol: EON

Company Code: 532658

Sub.: **Code of practices and procedures for fair disclosure of UPSI and code of conduct for prevention of Insider Trading.**

Dear Sir,

We wish to inform you that pursuant to SEBI (prohibition of Insider Trading) Regulations, 2015, the Board of Directors at their meeting held on May 30, 2015 adopted the following, a copy which is enclosed for your records:

- a) Code of Conduct to Regulate, Monitor and Report Trading by its employees and other connected persons; and
- b) Code of practices and procedures for fair disclosure of Unpublished Price Sensitive Information (UPSI).

A Copy of the Code is also available on the Company's website.

This is for your Information please.

Thanking You,

Yours Faithfully,  
For **EON ELECTRIC LIMITED**



**(KUMAR INDRAMANI)**  
**SR. MANAGER (LEGAL) & COMPANY SECRETARY**

Encl.:a/a



**EON ELECTRIC LIMITED**

**CODE OF CONDUCT FOR PREVENTION OF INSIDER TRADING**

**AND**

**CODE OF PRACTICES AND PROCEDURES FOR FAIR DISCLOSURE OF  
UNPUBLISHED PRICE SENSITIVE INFORMATION PURSUANT TO SECURITIES AND  
EXCHANGE BOARD OF INDIA (PROHIBITION OF INSIDER TRADING) REGULATIONS,  
2015. ("CODE OF CONDUCT")**

(Effective from 15<sup>th</sup> May 2015)



## **CODE OF CONDUCT TO REGULATE, MONITOR AND REPORT TRADING IN SECURITIES OF THE COMPANY**

*[Under Regulation 9(1) of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015]*

### **Preamble:**

The Securities and Exchange Board of India ("SEBI") has, in order to protect the interests of investors in general and to put in place a framework for prohibition of insider trading in securities and to strengthen the legal framework thereof, has issued the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 ("the Regulations") pursuant to the powers conferred on it under section 30 of the Securities and Exchange Board of India Act, 1992 ("SEBI Act"). The Regulations will come into force with effect from 15th May 2015 and the same are applicable to all companies whose shares are listed on any recognized stock exchange.

The Regulations provides that every listed company shall frame (a) Code of Conduct, to regulate, monitor and report trading by its employees and other connected persons and (b) Code of Practices and Procedures, for fair disclosure of unpublished price sensitive information, towards achieving compliance with the Regulations.

This Code shall supersede the existing Code of conduct for prevention of Insider Trading, which was adopted earlier by the Company, pursuant to the requirements of Regulation 12(1) of Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992, which has now been repealed by SEBI.

This document embodies the code of conduct for or Regulating, Monitoring and Reporting of trades for prohibition of Securities and Exchange Board India (Prohibition of Insider Trading) Regulations, 2015(SEBI PIT Regulations) as amended from time to time and the Code of Corporate Disclosure Practices of the Company, to be followed by the Directors, Officers, Connected persons, designated persons and other Employees etc.

### **EON's commitment to promote investors' confidence:**

Eon Electric Limited (the "Company") on an ongoing basis endeavors to apply best practices in relation to corporate governance requirements. As a part of its efforts, the Company undertakes to regulate, preserve and manage unpublished price sensitive information and its abuse.

As per SEBI (Prohibition of Insider Trading) Regulations, 1992, the Company has formulated Code of Conduct for Prevention of Insider Trading. The Company is committed to transparency and fairness in dealing with all stakeholders and in ensuring adherence to all laws, regulations and Code of Conducts. Every director, officer, employee of the Company has a duty to safeguard the confidentiality of all such information obtained in the course of their employment.



In furtherance to mandates under SEBI (Prohibition of Insider Trading) Regulations, 2015 and applicable provisions of the Companies Act, 2013 the Company hereby adopted this code of conduct ("Code of Conduct") in its meeting of the Board of Director held on 30<sup>th</sup> May, 2015. It has been framed to achieve the above mentioned objectives and is to be followed by all Directors, Designated Employees and connected persons. This Code of Conduct shall replace the existing Codes i.e. Code of Conduct for Prevention of Insider Trading and the Code of Corporate Disclosure Practices for Prevention of Insider Trading which were adopted by the company under SEBI (Prohibition of Insider Trading) Regulations, 1992.

### **Applicability**

This Code of Conduct applies to following and they shall be collectively referred to as Designated Persons:

1. All the Directors of the Company and Immediate Relatives of the Directors;
2. The Designated Employees of the Company and Immediate Relatives of Designated Employees; and
3. Employees and other Connected Persons.



## CHAPTER-I

### DEFINITIONS

In this Code, unless the context otherwise requires:

- (i) "**SEBI Act**" or "**Act**" means the Securities and Exchange Board of India Act, 1992;
- (ii) "**Regulations**" means the SEBI (Prohibition of Insider Trading) Regulations, 2015 as amended from time to time;
- (iii) "**the Company**" means EON Electric Limited (EON);
- (iv) "**Code**" means this EON Code of Conduct for regulating & reporting trading by insiders and for fair disclosure, as modified from time to time;
- (v) "**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 recognised or authorized by SEBI; 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 a company or his immediate relative or banker of the company, has more than ten per cent of the holding or interest;
- (vi) **“Designated Employees”** means a person occupying any of the following position in the Company:
- (a) All Directors
  - (b) Key Managerial Personnel
  - (c) All Executive Directors
  - (d) All General Managers
  - (e) All Heads of Finance of Units/Divisions/Regions
  - (f) All Employees working in Books, Budget, Financial Service and Direct Taxation Sections of Corporate Finance;
  - (g) All employees working in Company Secretariat & Legal Deptt.
  - (h) All employees working in Secretariat of CMD/Functional Directors
  - (i) Any other key person, who in the opinion of Compliance Officer be covered in the “designated employee”;
- (vii) **“Director”** means a member of the Board of Directors of the Company;
- (viii) **“Generally Available Information”** means information that is accessible to the public on a non-discriminatory basis;  
(Information published on the website of a stock exchange, would ordinarily be considered generally available.)
- (ix) **“Key Managerial Personnel”** or **“KMP”**, in relation to a company means:-
- (a) the Chairman & Managing Director;
  - (b) all Whole-time Functional Directors;
  - (c) Company Secretary;
  - (d) Chief Financial Officer; and
  - (e) such other officer as may be prescribed under the Companies Act, 2013;
- (x) **“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;
- (xi) **“Insider”** means any person who is:
- i) a connected person; or
  - ii) In possession of or having access to unpublished price sensitive information;
- (xii) **“Securities”** includes:
- (a) shares, bonds, debentures or other marketable securities of a like nature;
  - (b) any kind of derivatives in the Securities of the Company; and
  - (c) such other instruments recognized as securities under the Securities Contracts (Regulation) Act, 1956 and issued by the Company from time-to-time;



- (xiii) **“Stock Exchange”** means:
- (a) BSE Limited(BSE); and
  - (b) National Stock Exchange of India Limited(NSE);
- (xiv) **“Trading”** means and includes subscribing, buying, selling, dealing, or agreeing to subscribe, buy, sell, deal in any securities, and "trade" shall be construed accordingly;
- (xv) **“Trading Day”** means a day on which the recognized stock exchanges are open for trading where securities of the Company are listed;
- (xvi) **“Trading Window”** means trading period for trading in the Company's Securities. All days shall be the trading periods except when trading window is closed;
- (xvii) **“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 and shall, ordinarily including but not restricted to, information relating to the following: –
- (i) financial results;
  - (ii) dividends;
  - (iii) change in capital structure;
  - (iv) mergers, de-mergers, acquisitions, delistings, disposals and expansion of business and such other transactions;
  - (v) changes in key managerial personnel; and
  - (vi) material events in accordance with the listing agreement.
  - (vii) Compliance Officer may decide any other matter also as Price Sensitive Information; All other words and phrases will have the same meaning as defined under the SEBI (Prohibition of Insider Trading) Regulations, 2015 as amended from time to time. Words and expressions used and not defined in these regulations but defined in the Securities and Exchange Board of India Act, 1992, the Securities Contracts (Regulation) Act, 1956, the Depositories Act, 1996 or the Companies Act, 2013 and rules & regulations made thereunder shall have the meanings respectively assigned to them in that legislation.

All other words and phrases will have the same meaning as defined under the SEBI (Prohibition of Insider Trading) Regulations, 2015 as amended from time to time. Words and expressions used and not defined in these regulations but defined in the Securities and Exchange Board of India Act, 1992, the Securities Contracts (Regulation) Act, 1956, the Depositories Act, 1996 or the Companies Act, 2013 and rules & regulations made thereunder shall have the meanings respectively assigned to them in that legislation.



## CHAPTER II

### CONFIDENTIALITY & COMMUNICATION OF UNPUBLISHED PRICE SENSITIVE INFORMATION

#### **2.1 Compliance Officer**

- The Company has appointed Mr. Kumar Indramani, the Company Secretary of the Company as the Compliance Officer for the purposes of compliance under this Code of Conduct.
- The Compliance Officer shall report to the Board of the Company and in particular, shall provide quarterly reports to Chairman of the Audit Committee, if any, or to the Chairman of the Board of Directors in relation to the mandates of the Regulations and Code of Conduct.
- The Compliance Officer shall assist all employees in addressing any clarifications regarding the Regulations and the Code of Conduct.
- The Compliance Officer shall monitor, review and approve all Trading Plans.
- The Compliance Officer shall, based on his/her discretion and occurrence of specific events detailed in this Code of Conduct, regulate and monitor the Trading Window of the securities of the Company.
- The Compliance Officer may inquire any employee in relation to Trading of securities and handling of unpublished price sensitive information of the Company.
- The Compliance Officer may require any other persons (law firms, consultants, investment bankers, vendors, customers, bankers etc.) to disclose shareholding and trading in securities of the Company.
- The Compliance Officer shall assist the Company in formulation of Chinese walls and Crossing the Wall policy in order to regulate the abuse of unpublished price sensitive information.
- The Compliance Officer shall confidentially maintain a list of such securities as a restricted list which shall be used as their basis for approving or rejecting application for pre- clearance of trades.
- The Compliance Officer will propose necessary changes to this Code of the Company, as and when the same are necessitated. The proposal will be considered by the Board of Directors of the Company and, if approved, will take effect immediately following the Board Meeting in which such proposals are approved.
- The Compliance Officer will maintain a record (either manual or in electronic form) of the Designated Persons and their immediate relatives and changes thereto from time to time, in consultation with Managing Director of the Company.

#### **2.2 Preservation of Unpublished Price Sensitive Information**

- All information shall be handled within the organization on a need-to-know basis and no unpublished price sensitive information shall be communicated or accessible to





any person except in furtherance of the insider's legitimate purposes, performance of duties or discharge of his legal obligations.

- Unpublished price sensitive information may be communicated, provided, allowed access to or procured, in connection with a transaction which entails:
  - (i) an obligation to make an open offer under the takeover regulations where the Board is of informed opinion that the proposed transaction is in the best interests of the Company; or
  - (ii) not attracting the obligation to make an open offer under the takeover regulations but where the Board 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 may determine.
- The Board 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.
- All unpublished price sensitive information shall be communicated or provided to any person on a need to know basis. 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 and whose possession of such information will not give rise to a conflict of interest or appearance of misuse of information .Any unpublished price sensitive information directly received by any employee, not entitled or required to have access of such information in its ordinary course of business or performance of duties or discharge of his legal obligations should immediately be reported to the head of the department or the Compliance Officer.
- The Compliance Officer may require any person having contractual or fiduciary relation with the Company to formulate policies to safely handle unpublished price sensitive information relating to the securities of the Company.
- The Company while dealing with any market intermediary, client, agent or any other person, who is required to handle unpublished price sensitive information shall ensure that such person has formulated a code of conduct as per the requirements of the Regulations.
- **Limited access to confidential information.** Files containing confidential information shall be kept secure. Computer files must have adequate security of login and pass word, etc. Files containing confidential information should be deleted / destroyed after its use.



### **2.3 Chinese Walls and Crossing the Wall; Restricted List**

- The Compliance Officer shall monitor and regulate the Company's Chinese walls and Cross the wall procedures.
- In general, Chinese Walls separate areas that have access to confidential inside information from those who do not have such access. The Company shall formulate Chinese Walls to operate as barriers to the passing of inside information and confidential information and a means of managing Conflicts of Interest.
- The Chinese Walls designed to manage confidential information and prevent the inadvertent spread and misuse of inside information, or the appearance thereof. Board shall understand where Chinese Walls have been set up or where they are needed according to this Policy, corporate governance requirements or Regulations.
- The employees working within an insider area are prohibited from communicating any confidential or inside information to employees in public areas without the prior approval of Compliance Officer.
- Employees within a Chinese Walls have a responsibility to ensure the Chinese Wall is not breached deliberately or inadvertently. Known or suspected breaches of the Chinese Wall must be referred to the Compliance Officer immediately.
- The Company shall ensure that appropriate policies, procedures and physical arrangements are implemented for the relevant businesses and that such polices are complied with by all affected employees.
- The establishment of Chinese Walls is not intended to suggest that within insider areas material, confidential information can circulate freely. Within insider areas, the need-to-know shall be in effect.

### **2.4 Crossing the Wall**

- If an employee/outsider receives inside information from the inside area of the Company, it is treated that the said employee or outsider has crossed the wall. Pursuant to crossing the wall, the employee becomes an insider. Such employee/outsider must be subject to all restrictions and prohibitions as required under this Code of Conduct, Regulations and policies relating to Chinese Walls. An employee is no longer a temporary insider when the inside information is published or no longer significant to the market.
- The Compliance Officer must formulate policies on actions to be taken when employees receive information from inside area behind the Chinese wall, information that cannot be discussed between the employees of different verticals.
- If any person crosses the wall, the same should be immediately reported to the Compliance Officer. The Compliance Officer shall make sure that all restrictions are imposed on such employee relating to the protection to unpublished price sensitive information.
- The Compliance Officer when satisfied that the insider information is generally available may lift such restrictions imposed on such employee.



#### **2.4 Restricted List:**

- The Company shall restrict trading in certain securities and designate such list as restricted list in order to monitor Chinese wall procedures and trading in client securities based on inside information.
- The Compliance Officer shall maintain, review and update such restricted list in consultation with the business heads, sales and operations personnel or any other person who is likely to have access to unpublished price sensitive information relating to other companies in the course of their employment. All such personnel/employees shall immediately report to the Compliance Officer in case they receive, access or procure, directly or indirectly, any unpublished price sensitive information.
- The Compliance Officer while maintaining the restricted list may keep the following situations in mind. Whether the Company is handling any assignment for the listed company, preparing appraisal report, handling any information which might have an impact on credit rating, developing products or report or any other assignment which is likely to affect the securities price.
- The restricted list is highly confidential information it shall not be communicated, directly or indirectly, to anyone outside the Company.
- When any securities are on the Restricted List, trading in these securities by Designated Persons may be blocked or may be disallowed at the time of pre-clearance.

### **CHAPTER III TRADING RESTRICTIONS**

No insider shall trade in securities that are listed or proposed to be listed on a stock exchange when in possession of unpublished price sensitive information.

#### **3.1 Prohibition on forward dealings in securities by Director or KMP**

No Director/ Key Managerial Personnel of the company shall buy in the company or in its subsidiary or associate company—

- (a) a right to call for delivery or a right to make delivery at a specified price and within a specified time, of a specified number of relevant shares or a specified amount of relevant debentures; or
- (b) a right, as he/ she may elect, to call for delivery or to make delivery at a specified price and within a specified time, of a specified number of relevant shares.

*Explanation—For the purposes of this clause, “relevant shares” mean shares of the company in which the concerned person is a Whole-time Director or other Key Managerial Personnel or shares of the subsidiary companies.*



### **3.2 Trading Plans**

- Subject to the above provision and restriction under Regulations, an insider shall be entitled to formulate a Trading Plan 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.(Annexure 1)
- The Compliance Office shall assure that the following features are complied with for review and approval of a Trading Plan. Trading under Trading Plan shall:
  - (i) not commence earlier than six months from the public disclosure of the plan;
  - (ii) prohibited for the period between the twentieth trading day prior to the last day of any financial result for which results are required to be announced and the second trading day after the disclosure of such financial results;
  - (iii) not entail trading for a period of less than twelve months;
  - (iv). not entail overlap of any period for which another trading plan is already in existence;
  - (v.) set out either by the value of trades or 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.
- The Compliance Officer shall be entitled to seek such express undertakings as may be necessary to enable such assessment and to approve and monitor the implementation of the plan.
- 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. (Annexure 2)
- 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 Designated Persons shall also not be allowed to trade 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.
- Upon approval of the trading plan, the Compliance Officer shall notify the plan to the stock exchanges on which the securities are listed.

### **3.3 Trading Window**

- Designated Persons may execute trades subject to compliance with the Regulations. A trading window may be adopted for trading of such Designated Persons. The trading window shall be closed when the Compliance Officer determines that a



Designated Person or class of Designated Persons can reasonably be expected to have possession of unpublished price sensitive information. Such closure shall be imposed in relation to such securities to which such unpublished price sensitive information relates. Designated persons and their immediate relatives shall not trade in securities when the trading window is closed

- Unless otherwise specified by the Compliance Officer, the Trading Window for Trading in Securities of the Company shall be closed for the following purposes:-
  - (i) Declaration of financial results (quarterly and annual), standalone and consolidated, of the Company;
  - (ii) Intended declaration of dividends (both interim and final);
  - (iii) Issue of securities by way of public, bonus, rights etc or buy-back of securities;
  - (iv). Any major expansion plans or execution of new projects;
  - (v). Change in Key Managerial Personnel;
  - (vi) Amalgamation, Mergers, Takeovers, or Restructuring ;
  - (vii) Disposal of the whole or substantial part of the undertaking;
  - (viii) Material events in accordance with the listing agreement;.
- The Compliance Officer shall close the trading window seven (7) days prior to and during the time the unpublished price sensitive information is to be published.
- 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 (48) hours after the information becomes generally available.
- The trading window shall also be applicable to any person having any contractual or fiduciary relationship with the Company, such as auditors, accountancy firms, law firms, analysts, consultants etc., assisting or advising the Company and which are likely to have access to any unpublished price sensitive information.
- The Compliance Officer shall intimate the aforesaid persons having contractual or fiduciary relation with the Company handling such unpublished price sensitive information, of the requirements relating to handling of such information and restriction on trading in securities during the closure of the trading window.
- When the trading window is open, trading by Designated Persons shall be subject to preclearance by the Compliance Officer, if the value of the proposed trades is more than 2,00,000 equity shares or above such thresholds as the Board may stipulate.

### **3.4 Pre Clearance of Trade**

All Designated Persons who intend to trade in securities of the Company should pre-clear the transaction as per the pre-dealing procedure as described hereunder:

### **3.5 Pre-dealing Procedure:**

- All Designated Persons, who intend to trade in the securities of the Company when the trading window is open, should pre-clear the transaction.
- No Designated Persons shall be entitled to apply for pre-clearance of any proposed trade if such 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. The pre-dealing procedure shall be hereunder -

- An application may be made in the prescribed Form (Annexure 3) to the Compliance officer indicating the estimated number of securities that the Designated Employees/Persons intend to deal in, the details as to the depository with which he has a security account, the details as to the securities in such depository mode and such other details as may be required by any rule made by the company in this behalf.
- An undertaking (Annexure 4) shall be executed in favor of the Company by such Designated Employee/Persons incorporating, inter alia, the following clauses, as may be applicable:
  - (i) That the employee/director/officer does not have any access or has not received“ unpublished price sensitive information” up to the time of signing the undertaking.
  - (ii) That in case the specified employee has access to or receive unpublished price sensitive information after the signing of the undertaking but before the execution of the transaction he/she shall inform the Compliance Officer of the change in his position and that he/she would completely refrain from dealing in the securities of the Company till the time such information becomes public.
  - (iii) That he/she has not contravened the Code of Conduct for prevention of insider trading as notified by the Company from time to time.
  - (iv) That he/she has made a full and true disclosure in the matter.
- The Compliance Officer shall on receiving an application provide the Designated Employee/Persons with an acknowledgement on the duplicate of the application or in any electronic form
- The Compliance Officer shall grant approval within 2 days from the date of acknowledgement.
- The Compliance Officer shall retain copies of all applications and acknowledgements either in physical or electronic mode.
- In exceptional circumstances consent may not be given if the Compliance officer is of the opinion that the proposed deal is on the basis of possession of any unpublished Price sensitive information. There shall be no obligation to give reasons for any withholding of consent.
- All Designated Employees/Persons and their Immediate Relatives shall execute their order in respect of securities of the Company within seven (7) days after the approval of pre-clearance is given. They shall file within two (2) days of the execution of the deal, the details of such trade with the Compliance Officer in the prescribed form (Annexure 5). If the order is not executed within one week after the approval is given, the Designated Employees and their Immediate Relatives must pre-clear the transaction again.
- All Designated Employees/Persons and their immediate relatives shall hold their investments in securities for a minimum period of 6 months irrespective of mode of acquisition in order to be considered as being held for investment purposes.



- The Designated Person shall not execute a contradictory trade, for a period of six months, to a trade executed after pre clearance under this Clause. Any relaxation of such contra trade shall be recorded in writing by the Compliance Officer in his approval of such trade



**CHATER-IV  
REPORTING AND DISCLOSURE**

**4.1 Disclosure Requirement**

**Initial Disclosure:**

By Whom	What to be Disclosed	When to disclosed	Form
Promoter/ Director and Key Managerial Perssonel to the Compliance Officer	Holding of the Securities as on the date of this code taking effect i.e.15.05.2015	Within thirty days of this Code taking effect i.e. 15.05.2015	In Prescribed Form
Promoter/ Director/ KMP to the Compliance Officer	Holding of securities of the Company as on date of appointment or becoming Promoter	Within seven days of such appointment or of becoming Promoter	In Prescribed Form

**Continual Disclosure:**

By Whom	What to be Disclosed	When to disclosed	Form
Promoter/ Director/ Employee to the Compliance Officer	Number of such securities acquired or disposed	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. 10 lakh or such other value as may be specified. <i>*disclosure of incremental transactions shall be made when transactions effected after the prior disclosure cross the threshold specified above</i>	In Prescribed Form
Company	Details of above disclosure	Within two trading days of receipt of disclosure or becoming aware of such disclosure	In Prescribed Form

- Updated Forms with regard to the Code shall be available on EON intranet.
- The disclosures to be made by any person shall include those relating to trading by such person's immediate relatives, and by any other person for whom such person takes trading decisions.





- The disclosures of trading in securities shall also include trading in derivatives of securities and the traded value of the derivatives shall be taken into account.
- The Compliance Officer shall maintain records of all the disclosures/ declarations/undertakings/ forms as mentioned in this Code, as received from time to time, for a period of five years
- The Compliance Officer shall report to the Board of Directors for the purpose of the Code and in particular, shall provide reports to the Chairman of the Audit Committee and to the Chairman of the Board annually .

#### **4.2 Dissemination of Unpublished Price Sensitive Information**

- The disclosure of unpublished price sensitive information shall be on a uniform basis and non discriminatory.
- The Compliance Officer is designated as Chief Investor Relations Officer to deal with the dissemination of information and disclosure of unpublished price sensitive information in a uniform manner.
- No information shall be passed by Designated Persons by way of making a recommendation for the purchase or sale of securities of the Company.
- The following guidelines shall be followed while dealing with research analysts and institutional investors:
  - (a) Only public information to be provided.
  - (b) At least two Company representatives be present at meetings with analysts, media persons and institutional investors.
  - (c) Unanticipated questions may be taken on notice and a considered response given later. If the answer includes price sensitive information, a public announcement should be made before responding.
  - (d) Simultaneous release of information after every such meet.

#### **CHAPTER-V MISCELLANEOUS**

- All Designated Employees and Connected Persons who trades in securities or communicates any information for trading in securities in contravention of the code of conduct may be penalized and appropriate action may be taken by the Company.
- All Designated Employees who violate this Code of Conduct shall also be subject to disciplinary action by the company, which may include wage, salary freeze, suspension, withholding of promotions etc.
- The action by the Company shall not preclude SEBI from taking any action in case of violation of the Regulations.



- In case it is observed by the Company and/or Compliance Officer that there has been violation of the Regulations, SEBI shall be informed by the Company.

**Uploading of Code on EON Website:**

This Code and any amendments thereto shall be available on the website of the Company



**Annexure-I**

**FORMAT FOR REQUEST OF TRADING PLAN**

To,  
 The Compliance Officer,  
 EON Electrical Limited  
 B-88, Sector-83  
 Noida, Uttar Pradesh

I [Insert Name of the employee], in my capacity as [Insert Designation] of the company hereby submit the following trading plan for your review and approval in terms of the Code of Conduct and Insider Trading Regulations.

Trading Plan

Date/intervals of trade execution	No of securities to be traded	Nature of transaction & quantity.			Trading account details	Trading member details
		Purchase	Sales	Others		

Details of securities held by Immediate Relative of the Employee

Name of the person and relationship with the Designated Employee	Date/intervals of trade execution	No of securities to be traded	Nature of transaction & quantity.			Trading account details	Trading member details
			Purchase	Sales	Other		

I hereby undertake that I am not in violation of Company's Code of Conduct or SEBI Insider Trading Regulations while formulating the aforesaid trading plan.

I undertake to furnish such information as required by the Compliance Officer with regard to the Trading Plan.

Date:

Signature



**Annexure-2**

**FORMAT FOR APPROVAL OF TRADING PLAN**

To,

Name: [Insert Name]

Designation: [Insert Designation]

Place: [Insert Place]

This is to inform you that your request/immediate relatives request for approval of trading plan in relation to shares of the Company as mentioned in your application dated [Insert Date] is approved.

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.

You acknowledge that in order to comply with the principles of Code of Conduct and SEBI (Prohibition of Insider Trading) Regulations, 2015 you may be required to further furnish information in relation to the trading plan.

The approval is based on your express undertakings that you will not contravene any provisions of the SEBI (Prohibition of Insider Trading) Regulations, 2015 and Code of Conduct and the Trading plan is not for the purposes of market abuse.

Yours faithfully,  
For EON Electric Limited  
Compliance Officer

Date: \_\_\_\_\_

Encl: Format for submission of details of transaction



**Annexure-3**

**APPLICATION FOR PRE-DEALING APPROVAL  
[DESIGNATED EMPLOYEE/DESIGNATED PERSON]**

To,  
The Compliance Officer,  
**EON Electric Limited**  
B-88, Sector-83  
Noida , Uttar Pradesh

Dear Sir/Madam,

**Application for Pre-dealing approval in securities of the Company**

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 to purchase / sale / subscription of \_\_\_\_\_ equity shares of the Company as per details given below-

<b>1</b>	<b><u>Name of the Applicant</u></b>		
<b>2</b>	<b><u>Designation</u></b>		
<b>3</b>	<b><u>No. of Securities held as on date</u></b>		
<b>4</b>	<b><u>Folio Number</u></b>		
<b>5</b>	The proposal is for		a) Purchase of securities (b) Subscription to securities (c) Sale of securities
<b>6</b>	Proposed date of dealing in securities		
<b>7</b>	Estimated number of securities proposed to be acquired/subscribed/sold		
<b>8</b>	Price at which the transaction is Proposed		
<b>9</b>	Current market price (as on date of application)		
<b>10</b>	Whether the proposed transaction will be through stock exchange or off-market deal		

I enclose herewith the form of Undertaking signed by me.

Yours faithfully,

(Signature of the Employee)

Date:



**Annexure -4**

**FORMAT OF UNDERTAKING TO BE ACCOMPANIED WITH THE  
APPLICATION FOR PRE-CLEARANCE  
[DESIGNATED EMPLOYEE/DESIGNATED PERSON]  
UNDERTAKING**

To,  
EON Electric Limited  
B-88, Sector-83  
Noida, Uttar Pradesh

I, [Insert Name], [Insert Designation] of the [Insert Details] Company residing at [Insert Address], am desirous of dealing in [Insert] shares of the Company as mentioned in my application dated [Insert Date] 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 executed any opposite transaction in past six months and not contravened the provisions of the Code as notified by the Company from time to time.

I undertake to submit the necessary report within 2 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.

Date:  
Signature:

\* Indicate number of share



**Annexure-5**

**FORMAT FOR APPROVAL OF PRE- CLEARANCE ORDER  
[DESIGNATED EMPLOYEE/DESIGNATED PERSON]**

To,

Name: [Insert Name]

Designation: [Insert Designation]

Place: [Insert Place]

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

In case you do not execute the approved transaction /deal on or before the aforesaid date this approval shall stand withdrawn and 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.

Based on your undertaking it is understood that you have not executed any opposite transaction in past six months and not contravened the provisions of the Code as notified by the Company from time to time.

Please note this approval can be withdrawn, if subsequently the information provided by you in the application form or the undertaking is found incorrect

Yours faithfully,  
For Eon Electric Limited

Compliance Officer  
Date: \_\_\_\_\_

Encl: Format for submission of details of transaction.



## **Annexure-6**

### **CODE OF PRACTICE & PROCEDURE FOR FAIR DISCLOSURE OF UNPUBLISHED PRICE SENSITIVE INFORMATION**

The code aims at prompt public disclosure of Unpublished Price Sensitive Information (UPSI) that would impact price discovery so as to make such information generally available. The disclosure shall be done no sooner than credible and concrete information comes into being. The code also covers the practices and procedures for fair disclosure of Unpublished Price Sensitive Information.

1. Uniform and universal dissemination of UPSI shall be ensured to avoid selective disclosure. In case of selective dissemination of UPSI inadvertently or otherwise, it shall be ensured promptly to make such information generally available.
2. The Compliance Officer, being the Investor Relation Officer of the Company will be the Chief Investor Relations Officer (CIRO) of the Company under this Code to deal with dissemination of information and disclosure of UPSI.
  - 2.1 CIRO/any other authorized person shall ensure that the information shared with analysts and research personnel is not UPSI and that the principles such as, equality of access to information, calls and meetings with analysts etc. are being followed.
  - 2.2 CIRO shall ensure development of best practices to make transcripts or records of proceedings of meetings with analysts/other investor relations conferences available on the official website to ensure official confirmation and documentation of disclosures made.
  - 2.3 The CIRO or any officer authorized by Compliance Officer/CMD shall be invited to meetings/ conferences organized by the Company with the analysts/institutional investors. Apart from CIRO, no person, except those authorized by the Compliance Officer/CMD shall disclose any information relating to the Company's Securities to analysts and institutional investors.
3. In line with the Company practice, Head-Corporate Communication shall ensure release of all official Press Releases simultaneously to Stock Exchanges and Media with a copy to CIRO and Company Secretary. These press releases shall also be posted on the website of the Company.
  - 3.1 Head- Corporate Communication shall ensure appropriate and fair response to queries on news reports and requests for verification of market rumours by regulatory authorities/stock exchanges in consultation with Head of the concerned department to which the news report/market rumour pertains and the CIRO.





4. Company Secretary shall ensure that disclosures of shareholding pattern as required under Listing Agreement with Stock Exchanges are made in a timely and adequate manner.
5. Company Secretary shall ensure that disclosure with regard to Quarterly & Annual Financial Results, Dividend and Record Date/Book Closure, etc., as required under Listing Agreement with Stock Exchanges are made in a timely and adequate manner.
6. On receipt of Government order with regard to the appointment of Whole-time Directors including CMD, the same shall be promptly disclosed to the Stock Exchanges. With regard to other changes in KMP, the same shall be disclosed to the Stock Exchanges on the date of such change taking place. However, trading window shall not be closed in this regard unless Compliance Officer decides otherwise.
7. The Board may, if deemed fit, advise any additional disclosure with respect to decision on any agenda item placed before the Board. Company Secretary shall ensure prompt disclosure of the same in accordance with Board's directions.
8. Any other material event having bearing on the performance/operations of the Company as well as price sensitive information pertaining to any Specific Function / Division / Unit shall be promptly reported to Corporate Communication by concerned Functional Head or Unit / Division Head. Corporate Communication after taking approval of Compliance Officer/CMD shall communicate the same to Stock Exchanges, under intimation to CIRO.
9. It shall be ensured that all UPSI shall be handled within the Company on a need-to-know basis and shall not be communicated, provided or allowed access to, except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations.