

CODE OF CONDUCT FOR DIRECTORS AND SENIOR MANAGEMENT PERSONNEL

I. PURPOSE:

The purpose of code is to serve as a guide to the Directors and Senior Management Personnel of Sterling Biotech Limited on the principles of integrity, transparency, business ethics and to set up standards for compliance of Corporate Governance. This Code of Conduct has been adopted to meet the requirements of revised Clause No. 49 of the Listing Agreement with BSE Limited and National Stock Exchange of India Limited.

II. GUIDELINES:

The Directors and Senior Management Personnel must act in good faith and in such manner as they reasonably believe to be in the best interest of the Company. The Directors and Senior Management Personnel are also expected to:

- a) comply with all applicable laws, regulations, confidentiality, obligation and other corporate policies of the Company.
- b) follow all policies, procedures and internal control systems of the Company.
- c) act honestly, in good faith and in the best interests of the Company.

III. HONESTY & INTEGRITY:

All the Directors and Senior Management Personnel of the Company shall conduct their activities on behalf of the Company and on their own behalf, with honesty, integrity and fairness. The Directors and Senior Management Personnel of the Company will act in good faith, responsibility, with due care, competence and diligence without allowing

their independent judgment to be subordinated. The Directors and Senior Management Personnel of the Company will act in good faith and in the best interest of the Company and fulfill the fiduciary obligations.

IV. CONFLICT & INTEREST:

The Directors and Senior Management Personnel of the Company should not enter into any transaction or engage in any practice, directly or indirectly, that would tend to influence him/her to act in any manner other than in the best interests of the Company. Every Directors and Senior Management Personnel should make a full disclosure to the Board of any transaction that they reasonably expect, could give rise to an actual conflict of interest with the Company and seek the Board's authorization to pursue such transactions.

V. COMPANY PROPERTY:

Every Directors and Senior Management Personnel should endeavor to ensure that they use the Company's assets, proprietary information and resources only for the legitimate business purposes of the Company and not for their personal gains.

VI. CONFIDENTIAL INFORMATION:

The Directors and Senior Management Personnel should maintain confidentiality of the information entrusted to them in carrying out their duties and responsibilities. The matters discussed at the Board/ Committee meetings must not be disclosed outside appropriate and reasonable circles. The Company's confidential and proprietary information shall not be inappropriately disclosed or used for the personal gain or advantage of any Director. These obligations apply not only during a Director's term, but thereafter as well unless the said information becomes public.

VII. FAIR DEALING:

The Directors and Senior Management Personnel should endeavor to deal fairly and not seek to take unfair advantage of the Company through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealings.

VIII. COMPLIANCE WITH LAWS AND REGULATIONS:

The Directors and Senior Management Personnel should comply with all the applicable laws, rules and regulations for the time being in force. In addition, if any Director becomes aware of any information that he believes constitutes evidence of a material violation of any securities or other laws, rules or regulations applicable to the Company or the operation of its business, by the Company, any employee or another Director, then such Director should bring such information to the attention of the Chairman of the Audit Committee.

IX. INSIDER TRADING:

None of the Directors and Senior Management Personnel shall derive any benefit nor assist others to deriving benefit by giving investment advice from access to and possession of information about the Company, which is not in a public domain and constitutes insider information. All Directors and Senior Management Personnel will comply with the Company's Code for the Preservation of Insider Trading.

X. DUTIES OF DIRECTORS:

Every Director of the Company shall endeavor to comply with the provision of Section 166 of the Company's Act, 2013, relating to duties of directors. In addition, Independent Directors shall also perform the duties as prescribed in Schedule IV to the Company's Act, 2013, as amended from time to time.

XI. NON COMPLAINE:

Suspected violations of this Code may be reported to the Chairman of the Board or the Chairman of the Audit Committee. All reported violations shall be appropriately investigated. Any waiver of this Code must be approved by the Board of Directors and publicly disclosed if required by any applicable law or regulation.