

# Law of the Land

All employees in the Amara Raja Group of Companies are expected to respect, abide and practice the common Laws of the Land in force and as amended from time to time.

Remember Law of the Land is a complicated subject. Take ample care and effort to understand it fully.

It is difficult for the common man to fully understand the full extent and implications of every law of the land. However, ignorance of the law does not absolve you if you make a breach of a law of the land. Neither does a partial understanding or compliance mean that you have understood and abided by the law of the land.

In our businesses we are covered under the provisions of a wide plethora of laws and rules under various Acts and legislations. These are dynamic and keep changing. Every year with the financial budgets declared by the government laws pertaining to Income Tax, Goods and Services Tax, Central Excise and Export / Import duties etc. are impacted or changed. It is our legal obligation to understand these changes as and when they occur and implement them accordingly.

It is a well-known fact that law is also a matter of case law. Different High Courts are known to have taken contrary views in a matter of interpreting the laws of our country. It is therefore imperative that laws and changes in law that may have a financial bearing on the company or impact employee related service rules, terms of employment and benefits should not be left to chance interpretation.

It is therefore important to ensure that we carefully evaluate our contracts and agreements and have them legally cleared by a firm of advocates approved by the company. At times seeking legal advice and counsel from incompetent individuals / firms could lead the company into serious legal problems and implications in the long run. Short cuts and convenient interpretations should be avoided.

## Guidelines to be followed in dealing with legal matters;

- Ensure you have a sound and thorough understanding of the relevant under question.
- Ensure you have the latest certified copy of the law or amendments as released by the government and their authorized agents.
- Seek advice and counsel from reputed and competent firms or consultants approved by the Company.
- Do not deal with touts, agents and quick fix operators who are available to provide such services outside every court or government office.
- Do not hesitate and always seek a written opinion from legal counsels / advocates. This minimizes chances of you misinterpreting the law especially on complicated and important issues.

## The following would constitute a breach of ethics under this chapter;

- Taking a casual and irresponsible view of an aspect or provision of law.
- Not ensuring that important contracts involving other external parties and having implications of finance, payments and manpower are cleared by a legal counsel and / or an authorized firm of advocates approved by the company.
- Ignoring clauses and conditions in our contracts, agreements, purchase orders and dealings etc. that could be detrimental to our interests.
- Not seeking legal counsel or professional advice in dealing with international trade, purchases and related contracts and agreements.