

## **CARE Ratings Limited - No Gift Policy**

CARE Ratings and its subsidiaries ('CARE Group') are committed to conduct business with the highest standard of integrity and good governance. In view of the same CARE Ratings is adopting a **No Gift Policy effective immediately.**

The objectives of the No Gift Policy are to avoid any conflict of interest and demonstrate the Company's values and commitment to provide equal treatment to all individuals or organizations that we deal with for our business.

CARE Group personnel are prohibited from accepting gifts from clients, prospective clients, business partners, vendors, any third parties or persons connected with any form of business dealings with CARE.

In circumstances where gifts unintentionally come into the possession of CARE personnel

- If feasible, the gift is returned to the sender immediately
- If not feasible to return the gift, the matter shall be reported to Head – HR who shall take a decision on how to deal with such gifts.

CARE Group personnel shall act in accordance with CARE policies and adhere to CARE values.

Any exceptions to the No Gift Policy may be made only with the permission of the Compliance Officer and HR Head



**Sandeep Palodkar**  
**Head -Human Resources and Admin**

**Date: October 30, 2020**

**CARE RATINGS LIMITED**