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dedicated to life

Cadila
Healthcare Limited

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May 15, 2015

Bombay stock Exchange Limited
1st Floor, P.J. Towers
Dalal Street
Mumbai – 400 001

**Kind Attn.: Mr. Kapoor**
**Mr. Gopalkrishnan**

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor
Plot No. C/1, G Block
Bandra-Kurla Complex
Bandra – (East)
Mumbai – 400 051

**Kind Attn.: Famroze Pochara**
**Asst. Vice President**

Ahmedabad Stock Exchange Limited
Kamdhenu Complex
Opp. Sahajanand College
Panjara Pole,
Ahmedabad – 380 015

**Re.:** Code for Fair Disclosure and Conduct under SEBI (Prohibition of Insider Treading) Regulations, 2015

Dear Sir/Madam,

We are forwarding herewith Code for Fair Disclosure and Conduct under SEBI (Prohibition of Insider Treading) Regulations, 2015 adopted by the Board of Directors of the Company at its meeting held on May 15, 2015, the same may please take on record.

Thanking you

Yours faithfully
For **Cadila Healthcare Limited**

**Upen H. Shah**
**Company Secretary**

**Encl.:** As above.

# Cadila Healthcare Limited

Code of fair disclosure and conduct and code for prevention of Insider Trading and internal procedures and conduct for regulating, monitoring and reporting of trading by the Insiders.

[Adopted by the Board of Directors at its meeting held on 15th May, 2015]

## *I. Code of Fair Disclosures and Conduct:*

This Code of Conduct is adopted by the Board of Directors at its meeting held on 15th May, 2015 pursuant to SEBI [Prohibition of Insider Trading] Regulations, 2015 and will be known as Cadila Healthcare Limited – "Code of Fair Disclosure and Conduct" and "Code for Prevention of Insider Trading".

This Code provides for practices and procedures for fair disclosure of unpublished price sensitive information that the Company will follow in order to adhere to each of the principles set out in clause XIII. The Code will govern the trading by the employees of the Company and other connected persons.

## *II. Definitions:*

1.1 "**Act**" means the Securities and Exchange Board of India Act, 1992.

1.2 "**Board**" means the Board of Directors of the Company.

1.3 "**Code**" or "**Code of Fair Disclosure and Conduct**" shall mean the Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of trading by insiders of Cadila Healthcare Limited as amended from time to time.

1.4 "**Company**" means Cadila Healthcare Limited.

1.5 **"Compliance Officer"** means Company Secretary or such other senior officer, who is financially literate and is capable of appreciating requirements for legal and regulatory compliance under these regulations designated so and reporting to the Board of Directors and who shall be responsible for compliance of policies, procedures, maintenance of records, monitoring adherence to the rules for the preservation of unpublished price sensitive information, monitoring of trades and the implementation of the procedures specified in these regulations under the overall supervision of the Board of Directors of the Company.

1.6 "**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 SEBI 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 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 a Company or his immediate relative or banker of the Company, has more than ten per cent, of the holding or interest.

1.7 "**Dealing in Securities**" means an act of subscribing to, buying, selling or agreeing to subscribe to, buy, sell or deal in the securities of the Company either as principal or agent.

1.8 **Designated Employee**[s] shall include:

a. every employee in the grade of Senior Vice President and above;

b. every employee in the finance, accounts, secretarial and legal department as may be determined and informed by the Compliance Officer; and

c. any other employee as may be determined and informed by the Compliance Officer from time to time.

1.9 "**Director**" means a member of the Board of Directors of the Company from time to time.

1.10 "**Employee**" means every employee of the Company including the Directors in the whole time employment of the Company.

1.11 **"Generally available Information"** means information that is accessible to the public on a non-discriminatory basis.

1.12 **"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.

1.13 "**Insider**" means any person, who is,

i. a connected person; or

ii. in possession of or having access to unpublished price sensitive information.

1.14 **"Key Managerial Person"** means person as defined in section 2[51] of the Companies Act, 2013.

1.15 **"Promoter"** shall have the meaning assigned to it under the SEBI [Issue of Capital and Disclosure Requirements] Regulations, 2009 or any modification thereof:

1.16 **"Securities"** shall have the meaning assigned to it under the Securities Contracts [Regulations] Act, 1956 or any modification thereof except units of a mutual fund;

1.17 **"Takeover Regulations"** means the SEBI [Substantial Acquisition of Shares and Takeovers] Regulations, 2011 and any amendments thereto;

1.18 "**Trading**" means and includes subscribing, buying, selling, dealing, or agreeing to subscribe, buy, sell, deal in any securities, and "trade" shall be construed accordingly

1.19 **"Trading Day"** means a day on which the recognized Stock Exchanges are open for trading;

1.20 "**Unpublished Price Sensitive Information**" means any information, relating to the 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 include but not restricted to, information relating to the following:

i. financial results;

ii. dividends;

iii. change in capital structure;

iv. mergers, de-mergers, acquisitions, delisting, 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

1.21 "**Regulations**" shall mean the SEBI [Prohibition of Insider Trading] Regulations, 2015 and any amendments thereto.

1.22 "**Specified Persons**" means the Directors, connected persons; the insiders, the Designated Employees and the promoters and immediate relatives' are collectively referred to as Specified Persons.

Words and expressions used and not defined in these regulations but defined in the SEBI Act, 1992, the Securities Contracts [Regulation] Act, 1956, the Depositories Act, 1996 or the Companies Act, 2013 and rules and regulations made thereunder shall have the meanings respectively assigned to them in those legislation.

### *III. Role of Compliance Officer:*

i. 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 the end of every quarter at the immediately held meeting of Audit Committee and Board of Directors.

ii. The Compliance Officer shall assist all employees in addressing any clarifications regarding the SEBI [Prohibition of Insider Trading] Regulations, 2015 and this Code.

### *IV. Preservation of "Price Sensitive Information":*

4.1 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.

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 takeover 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

4.2 **Need to Know:**

i. "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 the information.

ii. All non-public information directly received by any employee should immediately be reported to the head of the department.

4.3 **Limited access to confidential information:**

Files containing confidential information shall be kept secure. Computer files must have adequate security of login and password, etc.

## *V. Prevention of misuse of "Unpublished Price Sensitive Information":*

Employees and connected persons designated on the basis of their functional role **["designated persons"]** in the Company shall be governed by an internal code of conduct governing dealing in securities.

5.1 **Trading Plan:**

An insider shall be entitle 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.

5.2 **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.

5.3 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.

5.4 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 deal 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.

5.5 Upon approval of the trading plan, the compliance officer shall notify the plan to the stock exchanges on which the securities are listed.

### *VI. Trading Window and Window Closure:*

6.1.1 The trading period i.e. the trading period of the stock exchanges, called 'trading window", is available for trading in the Company's securities.

6.1.2 The trading window shall be, inter alia, closed 7 days prior to and during the time the unpublished price sensitive information is published.

6.1.3 When the trading window is closed, the Specified Persons shall not trade in the Company's securities in such period.

6.1.4 All Specified Persons shall conduct all their dealings 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, as referred to in Point No. 6.1.2 above or during any other period as may be specified by the Company from time to time.

6.2 The Compliance Officer shall intimate the closure of trading window to all the designated employees of the Company when he 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.

6.3 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.

6.4 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.

### *VII. Pre-clearance of trades:*

All Specified Persons, who intend to deal in the securities of the Company when the trading window is opened and if the value of the proposed trades is Rs. 10/- Lakhs [market value] or more should pre-clear the transaction. 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. The pre-dealing procedure shall be hereunder:

i. An application may be made in the prescribed Form **[Annexure-1]** to the Compliance officer indicating the estimated number of securities that the Specified Employee intends 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.

ii. An undertaking **[Annexure-2]** shall be executed in favour of the Company by such Specified Employee incorporating, *inter alia,* the following clauses, as may be applicable:

a. That the employee/Director/Officer does not have any access or has not received "Price Sensitive Information" up to the time of signing the undertaking,

b. That in case the Specified Employee has access to or receives "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,

c. That he/she has not contravened the code of conduct for prevention of insider trading as notified by the Company from time to time and

d. That he/she has made a full and true disclosure in the matter.

iii. All Specified Persons shall execute their order in respect of securities of the Company within one week after the approval of pre-clearance is given. The Specified Person shall file within 2 [two] days of the execution of the deal, the details of such deal with the Compliance Officer in the prescribed form – C prescribed by SEBI **[copy attached as Annexure – 3]**. In case the transaction is not undertaken, a report to that effect shall be filed.

iv. If the order is not executed within seven days after the approval is given, the employee/director must pre-clear the transaction again.

v. All Specified Persons who buy or sell any number of shares of the Company shall not enter into an opposite transaction i.e. sell or buy any number of shares during the next six months following the prior transaction. All Specified Persons shall also not take positions in derivative transactions in the shares of the Company at any time. In case of any contra trade be executed, inadvertently or otherwise, in violation of such a restriction, the profits from such trade shall be liable to be disgorged for remittance to the SEBI for credit to the Investor Protection and Education Fund administered by SEBI under the Act. In case of subscription in the primary market [initial public offers], the above mentioned entities shall hold their investments for a minimum period of 30 days. The holding period would commence when the securities are actually allotted.

vi. The Compliance Officer may waive off the holding period in case of sale of securities in personal emergency after recording reasons for the same. However, no such sale will be permitted when the Trading window is closed.

## *VIII. Other Restrictions:*

8.1 The disclosures to be made by any person under this Code shall include those relating to trading by such person's immediate relatives, and by any other person for whom such person takes trading decisions.

8.2 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 for purposes of this Code.

8.3 The disclosures made under this Code shall be maintained for a period of five years.

## *IX. Reporting Requirements for transactions in securities:*

### 9.1 Initial Disclosure:

i. Every promoter/ Key Managerial Personnel / Director / Officers / Designated Employees 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 Company presently held by them including the statement of holdings of dependent family members in the Form – A prescribed by SEBI. **[Copy enclosed as Annexure - 4]**.

ii. 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 Company as on the date of appointment or becoming a promoter, to the Company within seven days of such appointment or becoming a promoter in the Form – B prescribed by SEBI. **[copy enclosed as Annexure – 5]**

### 9.2 Continual Disclosure:

i. Every promoter, employee 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 in form – C prescribed by SEBI **[copy enclosed as Annexure – 6].**

ii. The disclosure shall be made within 2 working days of:

a. the receipt of intimation of allotment of shares, or

b. the acquisition or sale of shares or voting rights, as the case may be.

### *X. Disclosure by the Company to the Stock Exchange[s]:*

i. Within 2 days of the receipt of intimation under clause 9.2, the Compliance Officer shall disclose to all Stock Exchanges on which the Company is listed, the information received in the same Form – C prescribed by SEBI.

ii. The Compliance officer shall maintain records of all the declarations in the appropriate form given by the Directors / Officers / designated employees for a minimum period of five years.

### *XI. Dissemination of Price Sensitive Information:*

i. No information shall be passed by Specified Persons by way of making a recommendation for the purchase or sale of securities of the Company.

ii. Disclosure/dissemination of Price Sensitive Information with special reference to analysts, media persons and institutional investors.

### *XII. Penalty for contravention of the code of conduct:*

12.1 Every Specified Person shall be individually responsible for complying with the provisions of the Code [including to the extent the provisions hereof are applicable to his/her dependents].

12.2 Any Specified Person who trades in securities or communicates any information for trading in securities, in contravention of this Code may be penalised and appropriate action may be taken by the Company.

12.3 Specified Persons who violate the Code shall also be subject to disciplinary action by the Company, which may include wage freeze, suspension, etc.

12.4 The action by the Company shall not preclude SEBI from taking any action in case of violation of SEBI [Prohibition of Insider Trading] Regulations, 2015.

### *XIII. Code of Fair Disclosure:*

Following are the principles of Fair Disclosure for the purposes of Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information.

i. Prompt public disclosure of unpublished price sensitive information that would impact price discovery no sooner than credible and concrete information comes into being in order to make such information generally available.

ii. Uniform and universal dissemination of unpublished price sensitive information to avoid selective disclosure.

iii. Designation of a senior officer as a Chief Investor Relations Officer to deal with dissemination of information and disclosure of unpublished price sensitive information.

iv. Prompt dissemination of unpublished price sensitive information that gets disclosed selectively, inadvertently or otherwise to make such information generally available.

v. Appropriate and fair response to queries on news reports and requests for verification of market rumours by regulatory authorities.

vi. Ensuring that information shared with analysts and research personnel is not unpublished price sensitive information.

vii. Developing best practices to make transcripts or records of proceedings of meetings with analysts and other investor relations conferences on the official website to ensure official confirmation and documentation of disclosures made.

viii. Handling of all unpublished price sensitive information on a need-to-know basis.

# Specimen application for Pre-dealing approval

Date:

To,
The Compliance Officer,
**Cadila Healthcare Limited**,
Ahmedabad.

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:

| Sr. No. | Particulars | Particulars |
|---|---|---|
| 1. | Name of the applicant | |
| 2. | Designation | |
| 3. | Number of securities held as on date | |
| 4. | Folio No. / DP ID / Client ID No.] | |
| 5. | The proposal is for | **[a] Purchase of securities**<br>**[b] Subscription to securities**<br>**[c] Sale of securities** |
| 6. | Proposed date of dealing in securities | |
| 7. | Estimated number of securities proposed to be | |
| 8. | Price at which the transaction is proposed | |
| 9. | Current market price [as on date of application] | |
| 10. | Whether the proposed transaction will be | |
| 11. | Folio No. / DP ID / Client ID No. where the | |

I enclose herewith the form of Undertaking signed by me.

Yours faithfully,

_____
[Signature of Employee]

# Format of undertaking to be accompanied with the application for pre-clearance

**Undertaking**

To,
**Cadila Healthcare Limited**
Ahmedabad

I, _____, _____of the Company residing at _____, am desirous of dealing in _____ [insert numbers] Shares of the Company as mentioned in my application dated _____ for pre-clearance.

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.

Date:

_____
[Signature of the Employee]

## Format for Pre-clearance Order

Date: _

To,
Name: _____
Designation : _____
Place : _____

This is to inform you that your request for dealing in _____ [numbers] shares of the Company as mentioned in your application dated _____is 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 **CADILA HEALTHCARE LIMITED**

**UPEN H. SHAH**
**COMPLIANCE OFFICER**

**Encl.:** Format for submission of details of transaction.