



HUSYS CONSULTING LIMITED

CODE OF CONDUCT FOR PREVENTION OF INSIDER TRADING

1. INTRODUCTION

The Securities and Exchange Board of India (SEBI), for protection of investors and to regulate the securities market, has formulated the SEBI (Prohibition of Insider Trading) Regulations, 2015 (“the “PIT Regulations”) under the powers conferred on it under the SEBI Act, 1992 and amended the same by SEBI from time to time. The PIT Regulations came into force w.e.f. May 15, 2015 and are applicable to all Companies whose securities are listed on an Indian Stock Exchange.

The PIT Regulations replaced the erstwhile, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992. The PIT Regulations require every listed company to formulate a code of conduct to regulate, monitor and report trading by its employees and other “connected persons” (as defined under the PIT Regulations) towards achieving compliance with these Regulations and enforce a code of internal conduct and procedures based on the model code provided therein.

In compliance with the PIT Regulations, Husys Consulting Limited (the “Company”) had introduced a Code of Conduct for Regulating & Reporting Trading by Insiders (this “Code”).

Further, SEBI through the SEBI (Prohibition of Insider Trading) (Amendment) Regulations 2018 (“Amendment Regulations”) notified on 31st December, 2018 and subsequent amendment on 21st January, 2019 (upto date amended regulations hereinafter referred to as the “Regulations”) requires all listed companies to amend/modify this code which provides the mechanism for prevention of Insider trading. The Code will on one side impose additional responsibilities on the entities whereas on the other side, it will help to reduce the scope of any abuse of the said Regulations. This revised Code shall become effective from 01st April 2019.

2. OBJECTIVE

This Code has been prepared by adopting the standards set out in Schedule B of the Regulations in order to regulate, monitor and report trading by its employees and other connected persons towards achieving compliance with the Regulations. In order to fully understand the scope of restrictions on insider trading, it is useful to understand the following terms/definitions.

3. DEFINITIONS

- 3.1 "Act" means the Securities and Exchange Board of India Act, 1992 (15 of 1992), as amended.
- 3.2 "Board of Directors" means the Board of Directors of Husys Consulting Limited.
- 3.3 "Body Corporate" means a body corporate as defined under section 2 of the Companies Act, 2013.
- 3.4 "Companies Act" means the Companies Act, 2013, as amended.
- 3.5 "Company" means Husys Consulting Limited (hereinafter called HUSYSLTD).
- 3.6 "Compliance Officer" means any senior officer, designated so and reporting to the Board of directors, who is financially literate and is capable of appreciating requirements for legal and regulatory compliance under these regulations 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 codes specified in these regulations under the overall supervision of the board of directors of the Company. For this purpose, "financially literate" shall mean a person who has the ability to read and understand basic financial statements i.e. balance sheet, profit and loss account, and statement of cash flows."
- 3.7 "Connected person" means –
- 3.7.1 any person who is or has during the six months prior to the concerned act been associated with the 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.
- 3.7.2 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 3.7.1; 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 or 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 the Company or his immediate relative or banker of the Company, has more than ten per cent of the holding or interest.

3.8 “Dealing in Securities” means an act of subscribing, buying, selling or agreeing to subscribe, buy, sell or deal in any securities by any persons either as principal or agent.

3.9 “Designated Persons” means:

- i. Members of the Board of Directors of HCL;
- ii. Chief Executive Officer, Chief Financial Officer and Company Secretary;
- iii. All employees of the Accounts, Finance and Secretarial Department of HCL;
- iv. CFOs, CEOs and CSs of the Holding Company, Subsidiary Company, Associate Company* and Joint Venture of HCL.
- v. All Departmental Heads of the Company;
- vi. Secretaries / Executive Assistants reporting to the Chairman and / or the Managing Director / any Executive Director / CFO;
- vii. Auditors of the Company;
- viii. All Promoters of the Company;
- ix. All Employees in other Departments/Divisions of the Company from the level of General Manager and above;
- x. Employees of other Departments/Divisions on a case-to-case basis, who could reasonably be expected to have access to unpublished price sensitive information(s) relating to the Company, to be decided by the Compliance Officer;
- xi. Employees of material subsidiaries of the Company designated on the basis of their functional role or access to unpublished price sensitive information in the organization by their board of directors;

- xii. Any support staff of the Company, such as IT Department staff or Legal Department staff who have access to unpublished price sensitive information; and
 - xiii. Such other persons as may be identified by the Compliance Officer as per the directions of the Board.
- 3.10 "Generally available information" means information that is accessible to the public on a non-discriminatory basis. For this purpose, the information published on the website of a stock exchanges, would ordinarily be considered generally available.
- 3.11 "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.
- 3.12 "Insider" means any person who, is
- (i.) A connected person; or
 - (ii.) In possession of or having access to unpublished price sensitive information.
- 3.13 "Legitimate purpose" shall include sharing of unpublished price sensitive information in the ordinary course of business by an insider with partners, collaborators, lenders, customers, suppliers, merchant bankers, legal advisors, auditors, insolvency professionals or other advisors or consultants, provided that such sharing has not been carried out to evade or circumvent the prohibition of these regulations.
- 3.14 "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 any conflict of interest or appearance of misuse of information.
- 3.15 "Promoter" and "Promoter Group" shall have same meaning assigned to it under Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 or any amendment thereof.
- 3.16 "Securities" shall have the meaning assigned to it under the Securities Contracts (Regulation) Act, 1956 (42 of 1956) or any modification thereof except units of a mutual fund.
- 3.17 "Stock Exchanges" means a stock exchange which is recognised by the Central Government or SEBI under Section 4 of Securities Contracts (Regulation) Act, 1956 (42 of 1956).
- 3.18 'Takeover regulations' means the Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 and any amendments thereto.

- 3.19 "Trading" means and includes subscribing, buying, selling, dealing, or agreeing to subscribe, buy, sell, deal in any securities, and "trade" shall be construed accordingly. Gifts, off market transactions, creation of pledge are also construed as a trade.
- 3.20 "Trading day" means a day on which the recognized stock exchanges are open for trading.
- 3.21 "Trading Window" means a trading period for trading in Company's Securities by Directors, Officers and Designated Persons or as specified by the Company from time to time.
- 3.22 "Unpublished price sensitive information" (UPSI) 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 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, delisting's, disposals and expansion of business and such other transactions;
 - v. changes in key Managerial Personnel;
 - vi. Material events in accordance with Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015;
 - vii. Such other information, as the Managing Director/Whole-time Director/ Compliance Officer/ CFO may prescribe from time to time.

4. COMPLIANCE OFFICER

1.1

(i.) HCL has appointed the Company Secretary, as the Compliance Officer for the purposes of the Regulations, who shall work subject to guidance of the Board of Directors. In the absence of Company Secretary, the Board of Directors may authorise either Chief Financial Officer (CFO) or such other officer of company to discharge the duties of the Compliance officer under the regulations.

(ii.) The Compliance Officer shall be responsible for setting policies, procedures, monitoring adherence to the rules for the preservation of unpublished price sensitive information, pre-clearing and monitoring of trades and the implementation of the code of conduct under the overall supervision of the Board of Directors.

(iii.) The Compliance Officer shall maintain a record of the designated persons and any changes made in the list of designated persons.

Designated persons shall be required to disclose names and Permanent Account

Number or any other identifier authorized by law of the following persons to the company on an annual basis and as and when the information changes:

- a) immediate relatives
- b) persons with whom such designated person(s) shares a material financial relationship
- c) Phone, mobile and cell numbers which are used by them

In addition, the names of educational institutions from which designated persons have graduated and names of their past employers shall also be disclosed on a one-time basis.

Explanation – The term “material financial relationship” shall mean a relationship in which one person is a recipient of any kind of payment such as by way of a loan or gift during the immediately preceding twelve months, equivalent to at least 25% of such payer’s annual income but shall exclude relationships in which the payment is based on arm’s length transactions.]

- (iv.) The Compliance Officer shall report to the Audit Committee/ Board of Directors the changes in Designated Persons, the details of trading plans received, pre- clearance given and / or any violation of the Regulations reported.
- (v.) The Compliance Officer shall assist all the employees in addressing any clarifications regarding the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 as amended from time to time and the Company’s code of conduct.
- (vi.) The Compliance officer shall report to the Audit Committee/Board of Directors any amendment to SEBI (PIT) Regulations, 2015 and accordingly this code will be amended by Audit Committee/Board of Directors depending upon the effect of proposed amendment.
- (vii.) The Compliance Officer shall report on insider trading to the Board and to the Chairman of the Audit Committee on annual basis.

5. COMMUNICATION OR PROCUREMENT OF UPSI

- (i.) No insider shall communicate, provide, or allow access to any UPSI relating to the Company or securities listed or proposed to be listed by the Company, to any person including other insiders except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations.
- (ii.) No person shall procure from or cause the communication by any insider of UPSI, relating to the Company or securities listed or proposed to be listed by the

Company, except in furtherance of legitimate purposes, performance of duties or discharge of legal obligations.

- (iii.) Not with standing anything contained herein, UPSI may be communicated, provided, allowed access to or procured, in connection with a transaction that would:
 - (a) entail 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;
 - (b) not attract 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 interest of the Company and the information that constitutes UPSI 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 of the Company may determine.
- (iv.) For purposes of point (iii) above, the Company shall require the parties to execute agreements/memorandum of understanding to ensure confidentiality and non-disclosure obligations on the part of such parties and such parties shall keep information so received confidential, except for the purpose of the above point (iii), and shall not otherwise trade in securities of the Company when in possession of UPSI.
- (v.) Listed entities shall have a process for how and when people are brought 'inside' on sensitive transactions. Individuals should be made aware of the duties and responsibilities attached to the receipt of Inside Information, and the liability that attaches to misuse or unwarranted use of such information.

6. TRADING IN SECURITIES

(i.) Restriction on trading in Securities

No Insider shall trade in the Securities of the Company at any time when he/she is in possession of any unpublished price sensitive information. Such insider shall also maintain the confidentiality of all price sensitive information and shall not pass on such information to any person directly or indirectly by way of making recommendation for the purchase or sale of the Securities of the Company.

(ii.) Joint holding

The provisions of this Code shall also be applicable for trading either as a first named shareholder or as a joint holder.

(iii.) Trading in derivatives

The disclosures of trading in securities shall also include trading in derivatives of securities and the traded value of derivatives shall be taken into account for purposes of this code:

Provided that trading in derivatives of securities is permitted by any law for the time being in force.

7. CHINESE WALL

To prevent the misuse of confidential information, Company has laid down Chinese Walls procedures which separate those areas of company that routinely have access to confidential information, considered "inside areas" from those which deal with sale/marketing/investment advice or other departments providing support services, considered "public areas".

- (i.) The employees in the inside area shall not communicate any unpublished price sensitive information to anyone in public area.
- (ii.) The Company shall have process of maintaining securely, computer files containing confidential information and physical storage of documents relating to UPSI.
- (iii.) All the unpublished price sensitive information is to be handled within the organization on a need-to-know basis. All the non-public information directly received by any employee should immediately be reported to the head of the department. In exceptional circumstances employees from the public areas may be brought "over the wall" and given confidential information on the basis of "need to know" criteria, under intimation to the Compliance Officer.

8. TRADING PLAN

(i.) An Insider shall be entitled 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/her behalf in accordance with such plan in "Annexure A".

(ii.) Such trading plan shall: –

- a) not entail commencement of trading on behalf of the insider earlier than six months from the public disclosure of the plan;
- b) 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;

- c) entail trading for a period of not less than twelve months;
 - d) not entail overlap of any period for which another trading plan is already in existence;
 - e) set out either the value of trades to be affected 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 affected; and
 - f) not entail trading in securities for market abuse.
- (iii.) Compliance officer shall review the trading plan, approve and monitor the implementation of the plan.
- (iv.) 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, an 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.

- (v.) After approval the trading plan Compliance Officer shall inform the BSE/NSE about the approved trading plan and the same will be broadcast on Company's website.

9. PRE-CLEARANCE OF TRADES

- (i.) All Designated Persons who intend to trade in the securities of the Company (either in their own name or in any immediate relative's name) i.e. buy or sell securities and if the value of the securities likely to be traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value upto Rupees 10,00,000/- in value or 25,000 in numbers whichever is low should pre-clear the transactions by making an application in the format set out in "Annexure B" to the Compliance Officer indicating the estimated number of units of securities that the designated person or immediate relative(s) intends to trade, the details as to the depository with which(s) he has a security account, the details as to the securities in such depository mode and such other details as specified in the form and also declare that the applicant is not in possession of

unpublished price sensitive information.

Provided that the pre-clearance is not applicable for trades pursuant to exercise of stock options.

(ii.) An undertaking in "Annexure C" executed in favour of the Company, forming part of the Application Form as mentioned hereinabove, shall incorporate, inter alia, the following clauses:

- That the Designated Person(s) and/or their immediate relative(s) does not have any access or has not received "Price Sensitive Information" upto the time of signing the undertaking.
- That in case the Designated Person(s) and/or their immediate relative(s) 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 fact and that he / she would completely refrain from dealing in the securities of the Company till the time such information becomes public.
- That he / she has not contravened the Code of Conduct for prevention of Insider Trading as notified by the Company/SEBI from time to time.
- That he / she has made a full and true disclosure in the matter.

(iii.) No designated person shall 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.

(iv.) The Compliance Officer shall also determine whether any such declaration is reasonably capable of being rendered inaccurate.

(v.) All Designated Persons of the Company and their immediate relatives shall execute their order in respect of securities of the Company within 7 (seven) days after the approval of pre-clearance in "Annexure D" is given. If the order is not executed within 7 (seven) days after the approval is given, the Designated Person must obtain the pre-clearance for the transaction again.

(vi.) Pre-clearance would not be required for trade executed as per approved trading plan.

10. NO TRADING PERIOD

i.) The Company shall specify a trading period, to be called "Trading Window", for trading in the Company's Securities. When the Trading Window is closed, all Designated Persons (including their immediate relatives) and all promoters including member of promoter group shall not trade in the Company's securities in

such period.

- ii.) The trading window shall be closed 7-10 days prior to UPSI is unpublished.
- iii.) Trading restriction period can be made applicable from the end of every quarter till 48 hours after declaration of financial results.
- iv.) The Trading Window shall be closed during the time the price sensitive information is un-published. The trading window shall be, inter-alia closed at the time of:
 - a) Declaration of Financial results;
 - b) Declaration of dividends (interim and final);
 - c) Change in capital structure;
 - d) Mergers, de-mergers, acquisitions, delisting's, disposals and expansion of business;
 - e) Changes in key managerial personnel;
 - f) Such other time, as the Managing Director/Whole-time Director/Compliance Officer/CFO may prescribe from time to time.
- v.) The Compliance Officer shall also close the trading window 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.
- vi.) The trading window shall be opened 48 (Forty Eighty) hours after the unpublished price sensitive information becomes generally available.
- vii.) 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.
- viii.) All Designated Persons of the Company and their immediate relative(s) 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 Trading Window is closed as referred to above or during any other period as may be specified by the Managing Director / Whole-time Director/Compliance Officer / Chief Financial Officer from time to time.
- ix.) The Compliance Officer shall intimate the closure of Trading Window to all the Designated Person(s) of the Company when he / she determines that a designated person or class of Designated Person(s) 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.

- x.) 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 48 (Forty Eight) hours after the information becomes generally available.
- xi.) However, subject to the SEBI Act, Rules and Regulations, in case of ESOPs, exercise of options shall be allowed during the period when the trading window is closed. However, sale of shares allotted on exercise of ESOPs shall not be allowed when the trading window is closed.
- xii.) Creation of pledge is allowed when trading window is closed. However, the pledgor or pledgee may demonstrate that the creation of pledge was bona fide and prove their innocence under proviso to sub-regulation (1) of regulation 4 of the Regulations.

11. CONTRATRADER

- (i.) In all cases, designated person who is permitted to trade, shall not execute a contra-trade i.e. he/ she shall not enter into an opposite transaction within 6 months following a prior transaction ("Contra trade"). However, the restriction on contra trade shall not apply to:
 - (a) Exercise of the options under the Company's ESOPs;
 - (b) Sale of shares acquired under the Company's ESOPs, provided that designated person is not in possession of UPSI at the time of sale.
- (ii.) The Compliance Officer of the Company shall disclose the information regarding the closure and open of Trading Window to the all concerned from time to time.
- (iii.) The compliance officer is empowered to grant relaxation from strict application of such restriction for reasons to be recorded in writing provided that such relaxation does not violate these regulations.
- (iv.) 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 Board for credit to the Investor Protection and Education Fund administered by the Board under the Act.

12. INITIAL DISCLOSURE

- (i.) All the Promoters or member of the promoter group, Key Managerial Personnel and Directors are required to send the details of their holdings in securities of the

Company presently held by them including the statement of holdings of immediate relative(s) in the prescribed "Annexure E" (as prescribed or amended by SEBI, from time to time) within 30 (thirty) days of this Code becoming effective for the first time.

- (ii.) Every person on appointment as a Key Managerial Personnel or a Director of the Company or upon becoming a Promoter or member of the promoter group shall disclose his holding of securities of the Company within 7 (seven) days of such appointment or becoming a Promoter / Key Managerial Personnel / Director inform the Company in "Annexure F" (as prescribed or amended by SEBI, from time to time).

13. CONTINUAL DISCLOSURE

- (i.) Every Promoter or member of the promoter group, Designated person and Director of the Company shall disclose to the Company in the format set out in "Annexure G" (as prescribed or amended by SEBI, from time to time), the number of such securities acquired or disposed of within 2 (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.10,00,000/- (Rupees Ten Lakh Only) or such other value as may be specified.

- (ii.) The disclosure shall be made within 2 (two) 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.

14. DISCLOSURE BY OTHER CONNECTED PERSONS

The Compliance Officer at his discretion may require any other connected person or class of connected persons to make disclosures of holdings and trading in securities of the Company as and when he deems fit in order to monitor compliance with these Regulations in the format set out in "Annexure H" (as prescribed or amended by SEBI, from time to time).

15. DISSEMINATION OF PRICE SENSITIVE INFORMATION

- (i.) No information shall be passed by Designated 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.

The following guidelines shall be followed while dealing with analysts and institutional investors: -

- Only public information to be provided.

- At least 2 (two) Company representatives be present at meetings with analysts, media persons and institutional investors.
- 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.
- Simultaneous release of information after every such meet.

16. REPORTING TO THE BOARD AND MAINTENANCE OF DISCLOSURES

- (i.) The Compliance Officer shall place before the Board of Directors of the Company on a quarterly basis, details of trading in the Company's Securities by the Designated Persons and the accompanying documents that such persons had executed under the pre-clearance procedure as envisaged under this Code.
- (ii.) The Compliance Officer shall maintain records of all the declarations in appropriate forms given by the Designated Persons for a minimum period of 5(Five) years.
- (iii.) The Secretarial Section shall acknowledge receipt of the declaration forms received.

17. AMENDMENT OF THIS CODE

The Board of Directors (including the Committee of the Board of Directors) of the Company is authorized to change / amend this Code from time to time at its sole discretion and/or in pursuance of any amendments made in the SEBI (Prohibition of Insider Trading) Regulations, 2015.

18. REPEAL AND SAVINGS

- a) the previous operation of the repealed regulations or anything duly done or suffered thereunder, any right, privilege, obligation or liability acquired, accrued or incurred under the repealed regulations, any penalty, forfeiture or punishment incurred in respect of any offence committed against the repealed regulations, or any investigation, legal proceeding or remedy in respect of any such right, privilege, obligation, liability, penalty, forfeiture or punishment as aforesaid, shall remain unaffected as if the repealed regulations had never been repealed; and
- b) anything done or any action taken or purported to have been done or taken including any adjudication, enquiry or investigation commenced or show cause notice issued under the repealed regulations prior to such repeal, shall be deemed to have been done or taken under the corresponding provisions of these regulations;

19. PENALTY FOR NON-COMPLIANCE

Any insider who trades in securities in contravention of the provisions of this Code or the Securities & Exchange Board of India (Prohibition of Insider Trading)

Regulations, 2015 shall be guilty of insider trading and shall be inter- alia liable for punishment and penalty as mentioned in this Code and the Securities & Exchange Board of India Act, 1992, as mentioned below.

I. PENALTY FOR NON-COMPLIANCE WITH THE CODE OF CONDUCT

- (i.) Every person, to whom the Code is applicable, shall be individually responsible for complying with the provisions of this Code (including to the extent the provisions hereof are applicable to his/ her immediate relatives).
- (ii.) Any person who violates the Code, shall also be subject to disciplinary action by the Company, which may include monetary penalty, wage freeze, suspension, termination of employment, non-participation in future employee stock option or any other appropriate action as may be imposed by the Audit Committee / Board.
- (iii.) 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.

II. PENALTY FOR NON-COMPLIANCE WITH SECURITIES & EXCHANGE BOARD OF INDIA ACT, 1992

The penalties and punishments for committing insider trading have been defined under Chapter IV-A of the SEBI Act. The penalties have been discussed below according to the SEBI (Amendment) Act, 2002.

Section 15 A

If any person, who is required under this Act or any rules or regulations made thereunder-

- (i.) to furnish any document, return or report to the Board, fails to furnish the same, he shall be liable to a penalty of one lakh rupees for each day during which such failure continues or one crore rupees, whichever is less;
- (ii.) to file any return or furnish any information, books or other documents within the time specified therefore in the regulations, fails to file return or furnish the same within the time specified therefore in the regulations, he shall be liable to a penalty of one lakh rupees for each day during which such failure continues or one crore rupees, whichever is less;
- (iii.) to maintain books of accounts or records, fails to maintain the same, he shall be liable to a penalty of one lakh rupees for each day during which such failure continues or one crore rupees, whichever is less.

Section 15 G

If any insider who –

- (i.) either on his own behalf or on behalf of any other person, deals in securities of a body corporate listed on any stock exchange on the basis of any unpublished price sensitive information; or
- (ii.) communicates any unpublished price sensitive information to any person, with or without his request for such information except as required in the ordinary course of business or under any law; or
- (iii.) counsels, or procures for any other person to deal in any securities of anybody corporate on the basis of unpublished price sensitive information, shall be liable to minimum penalty of Rs. 10 Lakhs which can go upto Rs. 25 crores or three times the amount of profits made out of insider trading, whichever is higher.

Section 24

- (i.) Without prejudice to any award of penalty by the adjudicating officer under this Act, if any person contravenes or attempts to contravene or abets the contravention of the provisions of this Act or of any rules or regulations made thereunder, he shall be punishable with imprisonment for a term which may extend to ten years, or with fine, which may extend to twenty- five crore rupees or with both.
- (ii.) If any person fails to pay the penalty imposed by the Adjudicating Officer or fails to comply with any of his directions or orders, he shall be punishable with imprisonment for a term which shall not be less than one month, but which may extend to ten years or with fine, which may extend to twenty- five crore rupees or with both.

Without prejudice to the directions under regulation 11, if any person violates provisions of these regulations, he shall be liable for appropriate action under Sections 11, 11 B, 11D, Chapter VIA and Section 24 of the Act.

20. EFFECTIVE DATE

This Policy is effective from 1st April 2019.

Annexure-A

TRADING PLAN

(Under Code of Conduct of the Company read with SEBI Insider Trading Regulation, 2015)

The Compliance Officer
Husys Consulting Limited
Husys House, # 1-8-505/E/D/A,
Prakash Nagar, Begumpet,
Hyderabad — 500016, Telangana

Dear Sir,

Ref: DP's name :.....
DP ID/CLIENT ID :.....
Name of Insider :.....
Address :.....

Your approval is solicited for proposed Trading Plan for purchase/sale of securities of the Company in physical demat form. I am furnishing details of trade to be made by me after expiry of six month from the date of your approval to the proposed trading plan:-

S. No.	Nature of Trade	Number of Securities to be traded	Time intervals between Two Trades	Date of proposed Trade

With respect to the above trading plan, I hereby undertake that:

- a) the proposed trading plan shall not entail commencement of trading on behalf of the insider earlier than 06 months from the public disclosure of the plan.
- b) the proposed trading plan shall not entail trading for the period between the 20th trading day prior to the last day of any financial period for which results are required to be announced by the Company and the second trading day after the disclosure of financial results for the said period;
- c) I shall not commence the trading as per above plan if the unpublished price sensitive information which is in my possession at present, does not come into public domain till the time of commencement of trading plan & shall defer the commencement of trading plan till such information becomes generally available.
- d) I shall not tender any other trading plan for the period for which the above trading plan is already in force; and
- e) the proposed trading plan shall not entail trading in securities for market abuse. Yours truly,

Signature:
Name:
Designation:

Annexure B

APPLICATION FOR PRE-CLEARANCE OF TRADES

Date:

The Compliance Officer
Husys Consulting Limited
Husys House, # 1-8-505/E/D/A,
Prakash Nagar, Begumpet,
Hyderabad — 500016, Telangana

Dear Sir,

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 for Purchase/Sale/ Subscription of the _____ Securities (give description) of the Company as per the details given below:

1	Name of the applicant	
2	Designation	
3	No. of securities held as on Date	
4	Folio No. / DP ID / Client ID No.	
5	The proposal is for (tick $\sqrt{\quad}$) (a) Purchase of <input type="text"/> securities (b) Sale of securities <input type="text"/>	
6	Proposed date of trading in securities	
7	Estimated number of securities proposed to be purchased/subscribed/sold	
8	Current market price (as on date of application)	
9	Whether the proposed transaction will be through stock exchange or off-market trade	
10	Folio No. / DP ID / Client ID No. where the securities will be credited / debited	

I enclose herewith the form of undertaking signed by me.

Yours faithfully,

(Signature of Designated Person)

Note : This application has to be necessarily submitted either by hand or through electronic mail at the dedicated e-mail i.e megha.c@husys.net and followed by a hard copy.

Annexure C

**FORMAT FOR UNDERTAKING TO BE ACCOMPANIED WITH THE
APPLICATION FOR PRE-CLEARANCE**

To,

The Compliance Officer
Husys Consulting Limited
Husys House, # 1-8-505/E/D/A,
Prakash Nagar, Begumpet,
Hyderabad — 500016, Telangana

I, _____, residing at _____, am desirous of dealing in _____ shares of the Company as mentioned in my application dated _____ for pre-clearance of the transaction.

I 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) upto 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 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/s '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 am aware that, I shall be liable to face penal consequences as set forth in the Code including disciplinary action under the Code of the Company, in case the above declarations are found to be misleading or incorrect any time.

I hereby agree to indemnify and keep the company and its Directors indemnified from and against all and any penalties/fines that may be imposed on them by the Securities and Exchange Board of India and/or any other statutory authorities as a result of violation by me of the SEBI (Prohibition of Insider Trading) Regulations 2015 and the Code prescribed by the company.

I declare that I have made full and true disclosure in the matter.

Date:

Signature of the Designated Person

Annexure D

PRE-CLEARANCE ORDER

Date:

To,

Name of Applicant Designation

This is to inform you that your request for dealing in _____(no.) 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].

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 prescribed forms as per Company's Code of Conduct for Prevention of Insider Trading. In case the transaction is not undertaken a 'Nil' report shall be necessary.

Yours Faithfully,

For Husys Consulting Limited

Compliance Officer

Annexure E
[Regulation 7 (1) (a) read with Regulation 6 (2)]
 Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015

Name of the company: Husys Consulting Limited

ISIN of the company: INE336T01010

Details of Securities held by Promoter, Key Managerial Personnel (KMP), Director and other such persons as mentioned in Regulation 6(2)

Name, PAN No., CIN/DIN & address with contact nos.	Category of Person (Promoters / KMP / Directors/ immediate relatives/ others etc)	Securities held as on the date of regulation coming into force		% of Shareholding	Open Interest of the Future contracts held as on the date of regulation coming into force		Open Interest of the Option Contracts held as on the date of regulation coming into force	
		Type of security (For eg. - Shares, Warrants, Convertible)	No.		Number of units (contracts * lot size)	Notional value in Rupee terms	Number of units (contracts * lot size)	Notional value in Rupee terms
1	2	3	4	5	6	7	8	9

Note: "Securities" shall have the meaning as defined under regulation 2(1)(i) of SEBI (Prohibition of Insider Trading) Regulations, 2015.

Name & Signature:

Designation:

Date:

Place:

Annexure F
[Regulation 7 (1) (b) read with Regulation 6(2)]
Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015

Name of the company: Husys Consulting Limited

ISIN of the company: INE336T01010

Details of Securities held on appointment of Key Managerial Personnel (KMP) or Director or upon becoming a Promoter of a listed company and other such persons as mentioned in Regulation 6(2).

Name, PAN No., CIN/DIN & Address with contact nos.	Category of Person (Promoters/ KMP/ Directors/ immediate Relatives/ others etc.)	Date of appointment of Director / KMP OR Date of becoming Promoter	Securities held at the time of becoming Promoter /appointment of Director/KMP		% of Share-holding	Open Interest of the Future contracts held at the time of becoming Promoter/ appointment of Director/KMP		Open Interest of the Option Contracts held at the time of becoming Promoter/appointment of Director / KMP	
			Type security (For eg. - Shares, Warrants, Convertible Debentures etc.)	No.		Number of units (contracts * lot size)	Notional value in Rupee terms	Number of units (contracts * lot size)	Notional value in Rupee terms
1	2	3	4	5	6	7	8	9	10

Note: "Securities" shall have the meaning as defined under regulation 2(1)(i) of SEBI (Prohibition of Insider Trading) Regulations, 2015.

Name & Signature:

Designation:

Date:

Place:

Annexure G
 [Regulation 7 (2) read with Regulation 6(2)]
 Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015

Name of the company: Husys Consulting Limited

ISIN of the company: INE336T01010

Details of change in holding of Securities of Promoter, Employee or Director of a listed company and other such persons as mentioned in Regulation 6(2).

Name, PAN No., CIN/DIN, & address of Promoter/Employee/Director with contact nos.	Category of Person (Promoter s/ KMP / Directors/ immediate relatives/ others	Securities held prior to acquisition /disposal		Securities Acquired /Disposed		Date of allotment advice/ acquisition of shares/ sale of shares		Date of intimation to company	Mode of acquisition (market purchase/public rights/ preferential offer / off market/ Inter-se transfer etc.	Trading in derivatives (Specify type of contract, Futures or Options etc)				Exchange on which the trade was executed
		Type of security (For eg. - Shares, Warrants, Convertible Debentures etc.)	No.	Pre-Transaction	Post-Transaction	From	To			Buy		Sell		
										Value	Number of units (contracts * lot size)	Value	Number of units (contracts * lot size)	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

Note: "Securities" shall have the meaning as defined under regulation 2(1)(i) of SEBI (Prohibition of Insider Trading) Regulations, 2015.

Name & Signature:

Designation:

Date:

Place:

Annexure H

Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015
Regulation 7(3) – Transactions by Other connected persons as identified by the company

Name, PAN No., CIN/DIN & address of connected persons, as identified by the company	Connection with company	Securities held prior to acquisition/disposal		Securities Acquired/Disposed		% of Shareholding		Date of allotment advice/acquisition of shares/sale of		Date of Intimation to company	Mode of acquisition (market purchase/public rights/preferential offer/offers)	Trading in derivatives (Specify type of contract, Futures or Options etc)				Exchange on which the trade was executed	
		Type of security (For eg. - Shares, Warrants, Convertible Debenture)	No.	Type of security (For eg. - Shares, Warrants, Convertible)	No.	Pre transaction	Post transaction	From	To			Buy		Sell			
												Value	Number of units (contracts * lot size)	Value	Number of units (contracts * lot size)		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	

Note: "Securities" shall have the meaning as defined under regulation 2(1)(i) of SEBI (Prohibition of Insider Trading) Regulations, 2015.

Name & Signature:

Designation:

Date:

Place: