



Ethics, integrity and transparency

The Company has robust governance and Code of Conduct policies for its human capital. Further, the decisions relating to the employee Code of Conduct are monitored through Ethics and Compliance Task Force (ECTF). This Task Force evaluates incidents of suspected or actual violations of the Code of Conduct and reports them to the Audit Committee every quarter.

The Company's code of conduct, training as well as focus on ensuring 100 % compliance and continuous monitoring have enabled a mature, digitally-enabled compliance framework.

In addition to this, the Company has mandatory e-learning courses, which aim to equip its employees with the required understanding and knowledge to effectively conduct its business in an ethical manner and prevent, identify, and respond to violations.

Code of Conduct and Vigil mechanism and Whistle-blower Policy is available on the website of the Company and can be accessed at <https://jep-asset.akamaized.net/jio/investor-relations-debenture/rjil/policies-and-codes/code-of-conduct.pdf> and <https://jep-asset.akamaized.net/jio/investor-relations-debenture/rjil/policies-and-codes/vigil-mechanism-and-whistle-blower-policy.pdf>