



CODE OF CONDUCT

Classification: Internal Use Only

CODE OF CONDUCT

DETAILS	OWNER	DATE	COMMENTS (if any)
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Reviewed by	Human Resources	18.02.2026	No modifications




Policy No.	HR-PO-008	Agri Entrepreneur Growth Foundation	
Policy Name		Code of Conduct	
Process Owner		Human Resources	

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1. PURPOSE:

The purpose of the Code of Conduct is to set out the standards for ethical behaviour, social and environmental responsibilities, and the standards by which AEGF leaders and employees of AEGF shall operate.

2. POPULATION COVERED:

This Code of Conduct will apply to all employees of AEGF FTE's & NFTE's.


3. EFFECTIVE DATE:

This Code of Conduct will be effective from 01.07.2022.

4. FREQUENCY / TRIGGER:

To be reviewed by the management every three years or as appropriate.

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5. CODE OF CONDUCT:

1. A joint message from the Executive Director and Chief Executive Officer



Rajendra Jog
Executive Director



Pankaj Shukla
Chief Operating Officer

AEGF’s purpose is to develop 100,000 AEs in the following five years to ultimately achieve the goal of serving 20 million smallholders.

Our ambition to be the most collaborative and trusted team in agriculture depends on each and every one of us. Trust and ethics go hand in hand – we build trust when leaders and employees live by our values, work transparently, and hold each other accountable to keep our commitments to growers and the planet.



Farmers, research bodies, governments and organizations want to collaborate with companies that not only bring great innovation but whose leaders and employees have a reputation for working ethically. Trust helps us build the long-term partnerships we need to maintain and expand our freedom to operate.


We are committed to increasing diversity by fostering an inclusive culture that embraces difference in all its forms, where people feel they belong and can be the best version of themselves.

Our Code of Conduct is the cornerstone of AEGF’s commitment to ethical behavior. It outlines our activities, social and environmental responsibilities and the standards by which AEGF leaders and employees operate.

We can only meet these standards by taking personal responsibility for acting in an ethical and responsible way.

We expect you to understand and operate by our company vision, Code of Conduct, and to speak up when you see a better way, we can do things. By working as one team to achieve the same high ethical standards, we can all be proud of the work we do, how we do it, and our contribution to farmers and society.

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5.1. Introduction

Aims of the Code of Conduct

Social organizations, particularly those working in sensitive markets, are under constant scrutiny from a range of stakeholders. To ensure we meet the standards which AEGF's stakeholders expect, we have produced this AEGF Code of Conduct.

The Code of Conduct sets out the standards different stakeholders can expect from AEGF on a range of relevant and important issues.

Managers' Responsibilities



AEGF managers must ensure their employees have read, understood and applied the Code of Conduct in their everyday activities, providing training and support as required.


Leadership involves setting standards and managers must exemplify the Code of Conduct in the way they lead their teams and in the way they deal with external stakeholders.

Employees' responsibilities

AEGF employees must read, understand, and apply the Code of Conduct, wherever they work and in whatever situation faces them.

We expect them to raise any questions about this Code of Conduct with their managers, or with members of the Compliance or the Human Resources teams, as appropriate. Violations of this Code of Conduct will result in appropriate disciplinary action under applicable employment laws and practices.

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5.2. Laws

As a social not-for-profit organization, we take our responsibilities very seriously. We are transparent, responsible and comply with all applicable laws, and ensure that employees are aware of those laws relevant to their roles.

5.2.1. Compliance with the law

AEGF complies with all applicable laws, national codes and conventions.

We will comply with all national laws and industry codes of practice that apply to our work.

5.2.2. Bribery and corruption

All AEGF dealings with public officials or other third parties must be carried out with integrity and must comply with applicable national laws and national conventions.



We will not provide or offer directly, or through third parties, any unlawful payment, inducement or item of value, to any public official, supplier or anyone else to unduly influence official action or to obtain a favourable decision.


5.2.3. Health, Safety and Environment

AEGF applies high Health, Safety and Environmental (HSE) standards.

We aim to protect the environment and to ensure the health and safety of our employees. All operations and facilities must have in place adequate HSE procedures and practices.

We will provide a safe and healthy work environment for all employees and work with employees to develop a culture which encourages every employee to take personal responsibility for HSE.

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We will ensure HSE considerations are integrated into all activities and employees are given the appropriate training and other support to achieve this.

We will openly communicate HSE performance and enter dialogue with interested parties.

5.3. Business Integrity

We always maintain the highest standards of fairness, honesty, and integrity. This earns us the trust of our stakeholders and protects our reputation.

Through this, we can take great pride in how we conduct our farmer’s development activities and our contribution to society, and we encourage all employees to lead by example.

5.3.1. Offering and accepting gifts, services, and entertainment

AEGF approves gifts, services, and entertainment solely as proper and legal business courtesies.

We will only provide gifts, entertainment, or unpaid services when consistent with customary practice and when not in contravention of any applicable law.

AEGF employees will only accept gifts, entertainment or personal favours which might not unduly influence our business decisions.


We must not use other people to circumvent any of the above.


5.3.2. Contractual obligations and standards of documentation

AEGF honors its contractual obligations and ensures that transactions are timely and accurately documented in conformity with legal requirements and applicable accounting standards.

AEGF employees will not commit AEGF to contractual obligations which are beyond the scope of an employee’s internal authority.

We will make sure that all company reports, records, and accounts are prepared and properly stored by applicable laws and the relevant standards adopted by the company.

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5.3.3. Conflicts of interest

Business transactions must be conducted with the best interests of AEGF in mind.

AEGF employees will not exploit any business opportunity that conflicts with the interests of AEGF or Farmer’s development. They will not undertake any outside employment, business activity or investment which would interfere with their ability to perform their responsibilities for AEGF.

We will not allow any individual or organization to benefit improperly from AEGF through its relationship with AEGF employees. Equally, no AEGF employee may personally benefit improperly from a relationship with another individual or organization.

5.4. Society

We strive to make a positive contribution to society and listen and respond to people’s concerns.

As a social not-for-profit company, we can be proud of the way we treat our company, our colleagues and society.

5.4.1. Environmental Impact

AEGF evaluates and responds to environmental issues.

We take all reasonable steps to preserve the quality and quantity of natural resources including water, land, and air through responsible scientific, environmental, agricultural, economic, social, and commercial practices.


We aim to minimize the environmental impact of our operations by complying with all applicable laws and industry standards.


We actively support the efforts of our Agri entrepreneurs, farmers and other partners in managing their activities in a safe and environmentally sustainable manner.

5.4.2. Communities

AEGF is committed to making a positive contribution to the communities in which it operates.

Wherever we operate, we seek to make a positive contribution, creating economic, health and social benefits for the community, respecting local customs and traditions, and are ready to listen and respond to farmers’ concerns.

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5.5. Safety

5.5.1. Product safety, quality, and stewardship

We will carefully identify hazards, assess risks associated with the use and alert users of the consequences of the misuse of a product on the product package, leaflet and label. While using Products, we will adhere to end-user instructions concerning safe storage, use and disposal displayed on the pack.

5.6. People

Our employees play a fundamental role in our performance as a social organization.

We ensure our diversity policies provide fair treatment for all employees and we aim for the highest, internationally acknowledged benchmarks of fairness, honesty, and integrity.

5.6.1. Discrimination and harassment

AEGF is committed to maintaining a workplace environment free from discrimination and harassment. Success and advancement within AEGF must depend on personal ability and work performance.


We will not tolerate discrimination based on race, sex, religion, creed, national origin, disability, age, sexual orientation, physical or mental disability, family status, political views or any other characteristics protected by law.


We prohibit harassment in any form, including verbal, physical, mental, and visual harassment.

Every employee must respect the rights of colleagues to work free from any form of discrimination or harassment in the workplace.

We will make decisions about people for recruitment, development, or promotion purely based on their performance, ability, and potential about the requirements of the job.

We encourage any employee who believes he or she has suffered discrimination or harassment to report it to their managers, or through the AEGF Compliance Team / POSH committee. We will investigate every report impartially and follow up on proven violations with appropriate measures.

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5.6.2. Diversity

AEGF values diversity and fosters a culture that allows everyone to contribute to his or her fullest potential.

We actively recruit employees to reflect the broad range of cultures, beliefs, and backgrounds of the communities where we operate and the farmers we serve.

We will treat every employee with honesty, dignity, fairness, and respect.

5.7. Compliance with the Code of Conduct

Only an unwavering commitment to the highest standards of ethics and integrity will enable us to maintain our reputation

5.7.1. Adherence to the Code of Conduct

Adherence to a code of conduct is mandatory for all employees of the organization. AEGF requires that all persons governed by this Code of Conduct understand and fully comply with these provisions. Each employee must abide by the Code of Conduct and all policies, guidelines and rules adopted by AEGF.

5.7.2. Speaking up when you suspect violations of the Code of Conduct



We expect employees to speak up immediately if they know or suspect that anyone is not complying with the Code of Conduct.


Employees can speak to their managers or members of the Compliance team at any time. Alternatively, the AEGF Compliance Team provides confidential means to report violations.

AEGF takes every single report seriously and will conduct a thorough investigation to establish whether an actual violation has taken place. When a violation has occurred, appropriate disciplinary action will be taken.

5.7.3. Policies and the Compliances

For further detail on topics mentioned in the Code of Conduct, you can refer to the AEGF policies. The Compliance team is also available if you want to learn more about compliance, lead with ethics and integrity, and promote compliance in your area of responsibility.

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6. DEVIATION:

Notwithstanding anything contained herein to the contrary, Management shall have the absolute discretion to modify/deviate from the existing rules, subject to the recording of the reasons necessitating such modifications /deviations, which shall be further ratified in writing by approval of the CEO.

7. ASSURANCE AND ENFORCEMENT:

Compliance with this policy will be monitored by Human Resources through reviews, assessments and internal or external audits, as appropriate.

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