

## **ESTABLISHMENT OF VIGIL MECHANISM**

1. The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior;
2. The Company is committed to developing a culture where it is safe for all directors and employees to raise concerns about any poor or unacceptable practice and any event of misconduct;
3. Section 177 (9) of Companies Act, 2013 and Clause 49(II)(F) of the Listing Agreement between listed companies and the Stock Exchanges, inter-alia, provide a requirement to establish a vigil mechanism for directors and employees to report concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct or ethics policy;
4. The Company has, accordingly, established Whistle Blower Policy which provides appropriate mechanism and framework to promote responsible and secure whistle blowing and providing adequate safeguards against victimization of the whistle blower who avails the mechanism. It protects the whistle blower wishing to raise a concern about serious irregularities within the Company;
5. The mechanism neither releases the whistle blowers from their duty of confidentiality in the course of their work, nor is it a route for taking up a grievance about a personal situation.

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