

## **VIGIL MECHANISM**

Section 177(9) of the Companies Act, 2013 and Rule 7 of the Companies (Meetings of Board and its Powers) Rules, 2014 requires every listed company, companies which accept deposits from the public and companies which have borrowed money from banks and public financial institutions in excess of fifty crore rupees to establish a vigil mechanism for Directors and Employees to report their genuine concerns about on unethical behavior / misconduct / actual or suspended frauds / violation of code conduct.

In view of this, the Company has establish a secured system to enable our Director & Employees to report their genuine concerns, generally impacting / affecting business of our Company, including but not limited to improper or unethical behavior / misconduct / actual or suspended frauds / violation of code of conduct.

Any Director or employee can directly email his/her concern or complaint to email id as mentioned in the Whistle Blower & Vigil Mechanism policy. The Company will take appropriate action for its resolution. Anonymous communications will not normally be entertained.

All the Directors and Employees are assured that this mechanism provides adequate safeguard against victimization of the concerned Director / Employee.

In case of repeated frivolous complaints being filed by a Director or an employee suitable action will be taken against the concerned Director or Employee.

### **Amendment:**

The Board reserves its right to amend or modify this mechanism in whole In part at any time. However, no such amendment or modification shall be inconsistent with the applicable provision of Listing Agreement, Companies Act, 2013 and any law for the time being in force.