



CODE OF VIGIL MECHANISM:

PURPOSE:

This code of vigil mechanism is established to provide a platform for employees, directors, stakeholders and any other person who may come across any instance of unethical behavior, fraud or violation of laws, rules and regulations, to report the same to the management.

SCOPE:

This code of vigil mechanism applies to all employees, directors, stakeholders, contractors, and vendors of the company.

REPORTING MECHANISM:

Any person who comes across any instance of unethical behavior, fraud or violation of laws, rules and regulations can report the same to the management through the following ways:

- a) By writing to the Company Secretary or the Chairman of the Audit Committee.
- b) By emailing to a designated email address which will be communicated to all employees and stakeholders.
- c) By making a phone call to a designated phone number which will be communicated to all employees and stakeholders.

**CONFIDENTIALITY:**

The identity of the person reporting the instance will be kept confidential and protected against retaliation.

INVESTIGATION:

The management will investigate the reported instance and take appropriate action as per the provisions of the Companies Act 2013 and the applicable laws, rules and regulations.

PROTECTION AGAINST RETALIATION:

Any person reporting the instance will not face retaliation, discrimination, harassment or any other form of retaliation.

PERIODIC REVIEW:

The management will periodically review the code of vigil mechanism and make necessary changes as required.



TRAINING:

The management will provide training to employees, directors, and stakeholders on the code of vigil mechanism and the importance of reporting any instance of unethical behavior, fraud or violation of laws, rules and regulations.