

Vigil Mechanism policy - As per Regulation 22 of SEBI (Listing Obligation and Disclosure Requirements) 2015

The Company has established a vigil mechanism to maintain highest standards of ethical, moral and legal conduct of business operations. The Company encourages its employees and the Directors to report their concerns about suspected misconduct, unethical behaviour, actual or suspected fraud or violation of the Code or the Policy.

The Policy provides a channel to the employees and the directors to report their concerns to the management without fear of punishment or unfair treatment. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, is a matter of serious concern for the Company. Such a vigil mechanism shall provide for adequate safeguards against victimization of employees and directors who avail of the vigil mechanism and also provides for direct access to the chairperson of the Audit Committee or the director nominated to play the role of Audit Committee, as the case may be, in exceptional circumstances.

The Policy shall not release the employees/directors from their confidentiality obligation towards the Company in their course of work nor shall the Policy be used as a method for frivolous or malicious or unfounded allegations against a Subject.

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification will be binding on the Employees and directors unless the same is notified to the Employees and directors in writing.