

# **MOHAN MEAKIN LIMITED**

## **VIGIL MECHANISM/WHISTLE BLOWER POLICY**

The Company has adopted a Whistle Blower Policy and has established the necessary vigil mechanism in line with provision of Section 177 (9) of the Companies Act and Rules framed thereunder and revised Clause 49 of the Listing Agreement with the Stock Exchanges, for employees to report concerns about unethical behaviour. No personnel has been denied access to the Chairman of the Audit Committee. The Audit Committee has approved framing of a Whistle Blower Policy that provides a formal mechanism for all employees of the Company to approach the Chairman of the Audit Committee of the Company and make protective disclosures about the unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Whistle Blower Policy is an extension of the Code of Conduct, which requires every employee to promptly report to the Management any actual or possible violation of the Code or an event he becomes aware of that could affect the business or reputation of the Company. The disclosures reported are addressed in the manner and within the time frames prescribed in the Policy. Under the Policy, each employee of the Company has an assured access to the Chairman of the Audit Committee.

The Company promotes ethical behaviour in all its business activities. Employees are free to report any violation of Laws, Rules, Regulations or un-ethical conduct to their superiors. The Managing Director and the other Executive Director maintain confidentiality of such reporting and the persons reporting are protected and not subjected to any discriminatory practices and it is affirmed that no personnel has been denied access to the Audit Committee.