

Vigil Mechanism

The Company is committed to ethics, integrity, accountability and transparency. To ensure that the highest standards are maintained in these aspects on an on-going basis. The Company has formulated a Vigil Mechanism which is in compliance with the relevant provisions of Section 177(9) of the Companies Act, 2013 and Rule 7 of the Companies (Meetings of Board and its Powers) Rules, 2014. The mechanism provides an opportunity to address serious concerns arising from irregularities, malpractices and other misdemeanors committed by the Company's personnel. The mechanism is intended to encourage reporting of suspected or actual occurrence of illegal, unethical or inappropriate actions, behaviour or practices by staff without fear of retribution.

The mechanism also provides an option for anonymous reporting thereby enabling lodging of complaints through e-mail over a secure platform without fear of revelation of identity. The detail policy is available on the Company's intranet website at <http://permal>. This would create a business culture of honesty, integrity and compliance and would encourage speaking up so that preventive action is initiated. It is hereby affirmed that the Company has not denied any of its personnel access to the Director nominated by the Board for this purpose.