



WHISTLE BLOWER / VIGIL MECHANISM POLICY

(Pursuant to Section 177 of the Companies Act, 2013 and Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

1. Objective

The objective of this Policy is to establish a vigil mechanism and provide a framework for directors, employees, and other stakeholders to report genuine concerns about unethical behavior, actual or suspected fraud, or violation of the Company's Code of Conduct or ethics policy.

2. Scope

This Policy applies to:

Directors and employees of the Company;

Stakeholders such as customers, vendors, service providers, and consultants dealing with the Company.

3. Guiding Principles

The Company is committed to maintaining the highest standards of ethical, moral, and legal conduct.

Ensuring that genuine concerns raised by whistle blowers are dealt with seriously and appropriately.

Providing adequate safeguards against victimization of persons who use the vigil mechanism.

Maintaining confidentiality and allowing anonymous disclosures.

4. Mechanism and Reporting

Any person covered under this Policy may report their concern to the Vigilance Officer or the Chairperson of the Audit Committee.

Reports can be made through written communication, email, or secure reporting channels as notified by the Company.

Anonymous complaints may be considered if they include sufficient information.

5. Investigation and Resolution

The Vigilance Officer shall assess and initiate investigation promptly upon receipt of a complaint.

The outcome shall be reviewed by the Audit Committee, which shall ensure that the matter is resolved appropriately.

Disciplinary action may be taken against persons found guilty of misconduct.

6. Protection to Whistle Blower

No unfair treatment or retaliation shall be meted out to a whistle blower for making a report in good faith.

The identity of the whistle blower shall be kept confidential, except where disclosure is required by law.

7. Display and Communication

SAKETH SEVVENSTAR INDUSTRIES LIMITED



This Policy shall be published on the Company's website and included in the Board's Report as per statutory requirements.

The Company shall conduct awareness sessions on the availability of this mechanism.

8. Review and Amendments

This Policy shall be reviewed by the Audit Committee annually and amended from time to time, subject to approval by the Board of Directors.

Approved by the Board of Directors on [Insert Date]

SAKETH SEVVENSTAR INDUSTRIES LIMITED

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