

REPRO INDIA LIMITED- WHISTLE BLOWER POLICY / VIGIL MECHANISM

1. PREFACE

- 1.1. Section 177 of the Companies Act, 2013 requires every listed company and such class or classes of companies, as may be prescribed to establish a vigil mechanism for the directors and employees to report genuine concerns in such manner as may be prescribed. The Company has adopted a Code of Conduct for Directors and Senior Management Personnel ("**Code of Conduct**") which lays down the principles and standards that should govern the actions of the Company and its employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, would be a matter of serious concern for the Company. Such a vigil mechanism shall provide for adequate safeguards against victimization of persons who use such mechanism and also make provision for direct access to the Chairperson of the Audit Committee in appropriate or exceptional cases.
- 1.2. Listing agreement between listed companies and the Stock Exchange, *inter alia*, requires all listed companies to establish a mechanism or an avenue called "Whistle Blower Policy" ("the / this "**Policy**") for employees to report to the management instances of unethical behavior, actual or suspected fraud, transgression of legal or regulatory requirements or violation of the Company's code of conduct.

2. POLICY OBJECTIVES

- 2.1. The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment. A Vigil (Whistle Blower) mechanism provides a channel to the employees and Directors to report to the management concerns about unethical behaviour, actual or suspected fraud, transgression of legal or regulatory requirements or violation of the Company's code of conduct or policy. The mechanism provides for adequate safeguards against victimization of employees and Directors to avail of the

mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases.

- 2.2. The Policy neither releases employees from their duty of confidentiality in the course of their work nor can it be used as a route for raising malicious or unfounded allegations against people in authority and / or colleagues in general. Any such attempt shall be addressed in the strictest possible manner and may entail disciplinary action against the person acting with malice or animosity.

This policy will be applicable to the Company w.e.f. October 1, 2014

3. SCOPE OF THE POLICY

- 3.1. This Policy covers malpractices and events which have taken place or suspected to have taken place, including but not limited to misuse or abuse of authority, breach of the Company's code of conduct, fraud or suspected fraud, violation of Company's rules, manipulation of the Company's data or records, negligence causing substantial and specific danger to public health and safety, misappropriation of monies, perforation of confidential or proprietary information, deliberate violation of law or regulations, wastage or misappropriation of the Company's funds or assets, and other matters or activity on account of which the interest of the Company is affected and formally reported by whistle blowers concerning its employees.

4. DEFINITIONS

- 4.1. "**Alleged wrongful conduct**" shall mean violation of law, infringement of Company's code of conduct or ethics policies, misappropriation of monies, actual or suspected fraud, substantial and specific danger to public health and safety or abuse of authority.
- 4.2. "**Audit Committee**" means a Committee constituted by the Board of Directors of the Company in accordance with Section 177 of the Companies Act, 2013.
- 4.3. "**Board**" means the Board of Directors of the Company.
- 4.4. "**Company**" means the **Repro India Limited** and all its offices.

- 4.5. “**Code**” means Code of Conduct for Directors and Senior Management Personnel adopted by Repro India Limited which is available on the website of the Company.
- 4.6. “**Disciplinary and / or Corrective action**” means any action that can be taken on the completion of or during the investigation proceedings including but not limited to a warning, imposition of fine, suspension from official duties or any such action as is deemed to be fit considering the gravity of the matter.
- 4.7. “**Employee**” means all the present employees and whole-time Directors of the Company.
- 4.8. “**Protected disclosure**” means a concern raised by an employee or group of employees of the Company, through a written communication and made in good faith which discloses or demonstrates information about an unethical or improper activity under the title “SCOPE OF THE POLICY” with respect to the Company. It should be factual and not speculative or in the nature of an interpretation / conclusion and should contain as much specific information as possible to allow for proper assessment of the nature and extent of the concern.
- 4.9. “**Subject**” means a person or group of persons against or in relation to whom a protected disclosure is made or evidence gathered during the course of an investigation.
- 4.10 “**Unethical and / or Improper activity or practice**” means an activity or practice which does not conform to approved standard of social and professional behavior thereby resulting in unethical business practices.
- 4.11. “**Vigilance and Ethics Officer**” means an officer appointed to receive protected disclosures from whistle blowers, maintaining records thereof, placing the same before the Audit Committee for its disposal and informing the Whistle Blower the result thereof.
- 4.12. “**Whistle Blower**” is an employee or group of employees who make a protected disclosure under this Policy and also referred in this Policy as complainant.

5. ELIGIBILITY

All Employees of the Company are eligible to make protected disclosures under the Policy in relation to matters concerning the Company.

6. WHAT TO REPORT

- 6.1. Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection
- 6.2. It is advised that matters related to interpersonal issues, service conditions, organizational policies etc., should be reported through the existing organizational channels addressing such concerns. The Policy should only be used for grave and serious violations of the Company's Code
- 6.3. Any issue's related to discrimination of Employee on the grounds of race, religion, nationality, ethnic origin, colour, gender, age, citizenship, sexual orientation, veteran status, marital status or any disability not effecting the functional requirements of the position held.
- 6.4. Any unethical means to promote the interest of the business by the Employee selling goods, services or while interacting with suppliers, customers and or government agencies.
- 6.5. Any Employee accepting money, loans or any such benefit or privilege from the customers or patrons for e.g. doctors, retailers, stockist, distributors, whole sale agents and freight forwarders.
- 6.6. Any general malpractice - such as immoral, illegal or unethical conduct, fraud, bribery or corruption, environmental issues, criminal activities, wastage / misappropriation of funds / assets, misleading or falsification of financial or other records, accounting or auditing matters, a clear abuse of authority or any other unethical conduct affecting Company's interest / image.
- 6.7. Any Unauthorised Disclosure or leak, by any person, of Unpublished Price Sensitive Information (as defined under the SEBI (Prohibition of Insider Trading) Regulations 2015, and the Company's „Code of

Internal Procedures and Code of Conduct for Prevention of Insider Trading“ as amended/updated and for the time being in force.

Whistle Blower must provide the background, history and reason for the Concern, together with names, dates, places and as much information possible. For the purpose of proper & fair investigation, all necessary details shall be captured by the Whistle Blower.

In case of anonymous disclosure, Whistle Blower can choose to leave the personal details blank. Whistle Blowers are encouraged to express their concern at the earliest possible preferably within 30 calendar days of the irregularity or breach of the code noticed by him, so that timely action can be taken

7. RECEIPT AND DISPOSAL OF PROTECTED DISCLOSURES.

- 7.1. All protected disclosures should be reported in writing by the complainant to the Vigilance and Ethics Officer or Chairman of the Audit Committee as soon as possible after the Whistle Blower becomes aware of the same so as to ensure a clear understanding of the issues raised and should either be typed or written in a legible handwriting.
- 7.2. The protected disclosure should be submitted in a closed and secured envelope and should be super scribed as “Protected disclosure under the Whistle Blower Policy”. Alternatively, the same can also be sent through email with the subject “Protected disclosure under the Whistle Blower Policy”. If the complaint is not super scribed and closed as mentioned above, it will not be possible for the Audit Committee to protect the complainant and the protected disclosure will be dealt with as if a normal disclosure. In order to protect the identity of the complainant, the Vigilance and Ethics Officer will not issue any acknowledgement to the complainants and they are advised neither to write their name or address on the envelope nor enter into any further correspondence with the Vigilance and Ethics Officer. The Vigilance and Ethics Officer shall ensure that in case any further clarification is required, he will get in touch with the complainant.
- 7.3. Anonymous or Pseudonymous disclosure shall not be entertained by the Vigilance and Ethics Officer.

- 7.4. The protected disclosure should be forwarded under a covering letter signed by the complainant. The Vigilance and Ethics Officer or Chairman of the Audit Committee shall detach the covering letter bearing the identity of the Whistle Blower and process only the protected disclosure.
- 7.5. All protected disclosures should be addressed to the Vigilance and Ethics Officer of the Company or to the Chairman of the Audit Committee.

Name – Mr. Sandeep Jain (HR-EVP)
Email- Grievances@reproindia ltd.com

- 7.6. Protected disclosure against the Vigilance and Ethics Officer should be addressed to the Chairman of the Audit Committee .

The contact details of the Chairman of the Audit Committee are as under:

Name of the Chairman of the Audit Committee - Mr. Ullal Ravindra Bhat.
Email- uravindrabhat@gmail.com

- 7.7. On receipt of the protected disclosure, the Vigilance and Ethics Officer or Chairman of the Audit Committee, as the case may be, shall make a record of the protected disclosure and also ascertain from the complainant whether he was the person who made the protected disclosure or not. He shall also carry out initial investigation either himself or by involving any other Officer of the Company or an outside agency before referring the matter to the Audit Committee of the Company for further appropriate investigation and needful action. The record will include:
- a) Brief facts;
 - b) Whether the same protected disclosure was raised previously by anyone, and if so, the outcome thereof;
 - c) Whether the same protected disclosure was raised previously on the same subject;
 - d) Details of actions taken by Vigilance and Ethics Officer for processing the complaint;
 - e) Findings of the Audit Committee;
 - f) The recommendations of the Audit Committee or other action(s).
- 7.8. The Audit Committee, if deems fit, may call for further information or particulars from the complainant.

8. INVESTIGATION

- 8.1. All protected disclosures under this Policy will be recorded and thoroughly investigated. The Audit Committee may investigate and may, at its discretion, consider involving any other Officer of the Company and / or an outside agency for the purpose of investigation.
- 8.2. The decision to conduct an investigation is by itself not an accusation and is to be treated as a neutral fact finding process.
- 8.3. Subject(s) will normally be informed in writing of the allegations at the outset of a formal investigation and have opportunities for providing their inputs during the investigation.
- 8.4. Subject(s) shall have a duty to co-operate with the Audit Committee or any of the Officers appointed by it in this regard.
- 8.5. Subject(s) have a right to consult with a person or persons of their choice, other than the Vigilance and Ethics Officer or Investigators and / or members of the Audit Committee and / or the Whistle Blower.
- 8.6. Subject(s) have a responsibility not to interfere with the investigation. Evidence shall not be withheld, destroyed or tampered with and witness shall not be influenced, coached, threatened or intimidated by the subject(s).
- 8.7. Unless there are compelling reasons not to do so, subject(s) will be given the opportunity to respond to material findings contained in the investigation report. No allegation of wrong doing against a subject(s) shall be considered as maintainable unless there is good evidence in support of the allegation.
- 8.8. Subject(s) have a right to be informed of the outcome of the investigations. If allegations are not sustained, the Subject should be consulted as to whether public disclosure of the investigation results would be in the best interest of the Subject and the Company.
- 8.9. The investigation shall be completed normally within 90 days of the receipt of the protected disclosure and is extendable by such period as the Audit Committee deems fit.

9. DECISION AND REPORTING

If an investigation leads the Vigilance and Ethics Officer or Chairman of the Audit Committee to conclude that an improper or unethical act has been committed, the Vigilance and Ethics Officer or Chairman of the Audit Committee shall recommend to the management of the Company to take such disciplinary or corrective action as he may deem fit. It is clarified that any disciplinary or corrective action initiated against the Subject as a result of the findings of an investigation pursuant to this Policy shall adhere to the applicable personnel or staff conduct and disciplinary procedures.

- 9.1. The Vigilance and Ethics Officer shall maintain records under this policy and submit a report to the Chairman of the Audit Committee on a regular basis at least once in a financial year about all protected disclosures referred to him or her since the last report together with the results of investigations, if any and an affirmation that the Company has not denied to any person access to the Audit Committee.
- 9.2. In case the Subject is the Chairman or Managing Director of the Company, the Chairman of the Audit Committee after examining the protected disclosure shall forward the protected disclosure to other members of the Audit Committee if deemed fit. The Audit Committee shall appropriately and expeditiously investigate the protected disclosure.
- 9.3. If the report of investigation is not to the satisfaction of the complainant, the complainant has the right to report the event to the appropriate legal or investigating agency.
- 9.4. A complainant who makes false allegations of unethical & improper practices or about alleged wrongful conduct of the subject to the Vigilance and Ethics Officer or the Audit Committee shall be subject to appropriate disciplinary action in accordance with the rules, procedures and policies of the Company.

10. SECRECY / CONFIDENTIALITY

The complainant, Vigilance and Ethics Officer, Members of Audit Committee, the Subject and everybody involved in the process shall:

- a. Maintain confidentiality of all matters under this Policy
- b. Discuss only to the extent or with those persons as required under this Policy for completing the process of investigations.
- c. Not keep the papers unattended anywhere at any time.
- d. Keep the electronic mails or files under password.

11. PROTECTION

- 11.1. No unfair treatment will be meted out to a Whistle Blower by virtue of his or her having reported a protected disclosure under this Policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistle Blowers. Complete protection will, therefore, be given to Whistle Blowers against any unfair practice like retaliation, threat or intimidation of termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties or functions including making further protected disclosure. The Company will take steps to minimize difficulties, which the Whistle Blower may experience as a result of making the protected disclosure. Thus, if the Whistle Blower is required to give evidence in criminal or disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure, etc.
- 11.2. A Whistle Blower may report any violation of the above clause to the Chairman of the Audit Committee, who shall investigate into the same and recommend suitable action to the management.
- 11.3. The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. The identity of the complainant will not be revealed unless he himself has made either his details public or disclosed his identity to any other office or authority. In the event of the identity of the complainant being disclosed, the Audit Committee is authorized to initiate appropriate action as per extant regulations against the person or agency making such disclosure. The identity of the Whistle Blower, if known, shall remain confidential to those persons directly involved in applying this Policy, unless the issue requires investigation by law enforcement agencies, in which case members of the organization are subject to subpoena.

- 11.4. Any other employee assisting in the said investigation shall also be protected to the same extent as the Whistle Blower.
- 11.5. Provided however that the complainant before making a complaint has reasonable belief that an issue exists and he has acted in good faith. Any complaint not made in good faith as assessed as such by the Audit Committee shall be viewed seriously and the complainant shall be subject to disciplinary action as per the rules or certified standing orders of the Company. This Policy does not protect an employee from an adverse action taken independent of his disclosure of unethical and improper practice etc. unrelated to a disclosure made pursuant to this Policy.

12. ACCESS TO CHAIRMAN OF THE AUDIT COMMITTEE

The Whistle Blower shall have right to access the Chairman of the Audit Committee directly in exceptional cases and the Chairman of the Audit Committee is authorized to prescribe suitable directions in this regard.

13. COMMUNICATION

This Policy cannot be effective unless it is properly communicated to employees. Employees shall be informed through by incorporating the same in the HR Manual and uploading it on the website of the Company.

14. RETENTION OF DOCUMENTS

All protected disclosures in writing or documented along with the results of Investigation relating thereto, shall be retained by the Company for a period of 7 (seven) years or such other period as specified by any other law in force, whichever is more.

15. ADMINISTRATION AND REVIEW OF THE POLICY

The Audit Committee shall be responsible for the administration, interpretation, application and review of this Policy. The Audit Committee also shall be empowered to bring about necessary changes to this Policy, if required at any stage.

16. AMENDMENT

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 them in writing.

17. ANNUAL AFFIRMATION

The Company shall annually affirm that it has not denied to any person access to the Audit Committee. The affirmation shall form part of the Report on Corporate Governance in the Annual Report of the Company.