



## **Hind Aluminium Industries Limited**

### **VIGIL MECHANISM AND WHISTLE-BLOWER POLICY**

In view of this, Hind Aluminium Industries Ltd. has established a secured system to enable our Director & Employees to report their genuine concerns, generally impacting / affecting business of our Company, including but not limited to improper or unethical behavior / misconduct / actual or suspended frauds / violation of code of conduct. Any Director or employee can directly email his/her concern or complaint to Chairman of Audit Committee. The Company will take appropriate action for its resolution. Anonymous communications will not normally be entertained. All the Directors and Employees are assured that this mechanism provides adequate safeguard against victimization of the concerned Director / Employee. In case of repeated frivolous complaints being filed by a Director or an employee suitable action will be taken against the concerned Director or Employee. Amendment: The Board reserves its right to amend or modify this mechanism in whole In part at any time. However, no such amendment or modification shall be inconsistent with the applicable provision of SEBI Listing Regulation 2015, Companies Act, 2013 and any law for the time being in force notified to the employees and directors in writing.