

The Yamuna Syndicate Limited

Vigil Mechanism for Directors and Employees:

The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner.

Vigil Mechanism :

1. Vigil Mechanism is hereby formulated to report genuine concerns or grievances of Directors and Employees.

2. **Procedure:**

(a) Any Director or Employee may report his genuine concern or grievance to Mr. Aditya Puri, Director.

(b) In case complaints relates to Mr. Aditya Puri and Non-independent Directors, and in exceptional or appropriate cases any employee may report his concern to Mr. Vinod K. Nagpal, Chairman of the Audit Committee. The Contact details of Mr. Aditya Puri and the Chairman of the Audit Committee are given below :

(i) Mr. Aditya Puri, Director,
A-4, Sector-24, Noida-201301, U.P.
Email: mdvigilmechanism@isgec.com

(ii) Mr. Vinod K. Nagpal,
Chairman-Audit Committee,
A-4, Sector-24, Noida-201301, U.P.
Email: nagpalv@airtelmail.in

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- (c) Mr. Aditya Puri, Director or Mr. Vinod K. Nagpal, Chairman of the Audit Committee, as the case may be, on receipt of complaint shall have the matter investigated in a fair and unbiased manner.
- (d) The management will order appropriate action on the basis of findings as a result of the investigation.
- (e) Every quarter a summary of all the complaints received will be put up to the Chairman of the Audit Committee.

3. **Protection:**

- (a) No unfair treatment, discrimination, harassment, victimization or any other unfair employment practice will be meted out under the Vigil Mechanism.
- (b) Identity of the employee making the disclosure shall be kept confidential to the extent possible and permitted under law. The employees are cautioned that their identity may become known for reasons e.g. during the investigations carried out by the Investigators.
- (c) While Management is determined to give appropriate protection to the genuine Whistle Blower, the employees at the same time are advised to refrain from using this facility for furthering their own personal interest. If proved, in such cases disciplinary action will be taken.
