



## **VIGIL MECHANISM POLICY/WHISTLER BLOWER MECHANISM**

### **SILVER CONSUMER ELECTRICALS PRIVATE LIMITED**

CIN: U29100GJ2021PTC122633

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**Vigil Mechanism Policy/Whistler Blower Mechanism  
of  
SILVER CONSUMER ELECTRICALS PRIVATE LIMITED**

**PREFACE:**

Silver Consumer Electricals Private Limited is one of the leading pump sets and consumer electrical products manufacturer in India, delivering superior and sustainable value to all our customers, business partners, shareholders, employee, workers and host community.

Section 177(9) of the Companies Act, 2013 requires, every Companies which have borrowed money from banks and public financial institutions in excess of fifty crore rupees to establish a Vigil Mechanism for the directors and employees to report genuine concerns. Vigil Mechanism shall provide for adequate safeguards against victimization of persons who use such mechanism. Therefore, company proposes to establish a Vigil Mechanism and to formulate a policy for the same.

**POLICY OBJECTIVES:**

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 Mechanism provides a channel to the employees and Directors to report to the management concerns about unethical behavior, actual or suspected fraud or violation of codes of conduct or policy. The mechanism provides for adequate safeguards against victimization of employees and Directors to avail of the mechanism.
2. This 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 allegation against people in authority and / or colleagues in general.

**SCOPE OF THE POLICY:**

The Policy covers malpractices and events which have taken place / suspected to have taken place misuse or abuse of authority, fraud or suspected fraud, violation of Company rules, manipulation, negligence causing danger to public health and safety, misappropriation of monies, and other matters or activity on account of which the interest of the Company is affected.

## **DEFINITIONS:**

**“Alleged wrongful conduct”** shall mean violation of law, Infringement of Company’s rules, misappropriation of monies, actual or suspected fraud, substantial and specific danger to public health safety or abuse of authority.

**“Board”** means the Board of Directors of the Company.

**“Company”** means Silver Consumer Electricals Private Limited.

**“Code”** means Code of Conduct for Directors and Senior Management Executives adopted by Silver Consumer Electricals Private Limited.

**“Employee”** means all the present employees and Directors of the Company.

**“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.

**“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.

**“Vigilance and Ethics Officer”** means an officer appointed to receive protected disclosures from whistle blowers, maintaining records thereof, placing the same before the Board of Directors for its disposal and informing the Whistle Blower the result thereof.

**“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.

## **ELIGIBILITY:**

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

## **RECEIPT AND DISPOSAL OF PROTECTED DISCLOSURES:**

1. All Protected Disclosures should be reported in writing by the complainant 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 be in the

prescribed format.

2. The Protected Disclosure should be submitted in a closed and secured envelop and should be super scribed as "Protected Disclosure under the Vigil Mechanism Policy". If the complaint is not super scribed and closed as mentioned above, it will not be possible to protect the complainant and the protected disclosure will be dealtwith as it is a normal disclosure. In order to protect identity of the complainant, the Vigilance and Ethics Officer will not issue any acknowledgement to the complainant and they are advised neither to write their name/address on the envelope. The Vigilance and Ethics Officer shall assure that in case any further clarification is required he will get in touch with the complainant.
3. All Protected Disclosures should be addressed to the Vigilance and Ethics Officer of the Company or to the Chairman in exceptional cases.
4. On receipt of the protected disclosure the Vigilance and Ethics Officer / Chairman, 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 Board of Director for further appropriate investigation and needful action. The record will include:
  - Brief facts;
  - Whether the same Protected Disclosure was raised previously by anyone, and if so, the outcome thereof;
  - Whether the same Protected Disclosure was raised previously on the same subject;
  - Details of actions taken by Vigilance and Ethics Officer / Chairman for processing the complaint Findings;
  - The recommendations of the Board of Directors/ other action(s).

#### **INVESTIGATION:**

1. All Protected Disclosures under this Policy will be recorded and thoroughly investigated. The Board of Director 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.

2. The decision to conduct an investigation is by itself not an accusation and is to be treated as a neutral fact finding process.
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.
4. Subject(s) shall have a duty to co-operate with the Board of Directors or any of the Officers appointed by it in this regard.
5. Subject(s) have a right to consult with a person or persons of their choice, other than the Vigilance and Ethics Officer / Investigators.
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).
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. 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.
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 Managing Director deems fit.

#### **DECISION AND REPORTING:**

1. If an investigation leads the Vigilance and Ethics Officer / Chairman to conclude that an improper or unethical act has been committed, the Vigilance and Ethics Officer / Chairman 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.

2. The Vigilance and Ethics Officer shall submit a report to the Chairman on a regular basis about all Protected Disclosures referred to him/her since the last report together with the results of investigations, if any.
3. In case the Subject is the Chairman after examining the Protected Disclosure shall forward the protected disclosure to Board of Directors if deemed fit. The Board of Directors shall appropriately and expeditiously investigate the Protected Disclosure.
4. 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.
5. A complainant who makes false allegations of unethical & improper practices or about alleged wrongful conduct of the subject to the Vigilance and Ethics Office shall be subject to appropriate disciplinary action in accordance with the rules, procedures and policies of the Company.

**PROTECTION:**

1. No unfair treatment will be meted out to a Whistle Blower by virtue of his/ 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 / 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 / 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.
2. A Whistle Blower may report any violation of the above clause to the Chairman, who shall investigate into the same and recommend suitable action to the Board of Director.
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 Board of Directors 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.

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 Board of Directors shall be viewed seriously and the complainant shall be subject to disciplinary action as per the Rules / 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.

**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 5 (five) years or such other period as specified by any other law in force, whichever is more.

**ADMINISTRATION AND REVIEW OF THE POLICY:**

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

**CONTACT:**

For queries related to the CSR Policy, please write to us at: [cs@silverpumps.com](mailto:cs@silverpumps.com)

**Encl:** Form for reporting Vigil Mechanism

**FORM FOR REPORTING VIGIL MECHANISM**

Date:

Name of the Employee/Director:

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E-mail id of the Employee/Director:.....

Communication

Address;.....

Contact No .....

Subject matter which is reported:.....

(Name of the Person/ event focused  
at):.....

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Brief about the Concern:

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Evidence (enclosed, if  
any):.....

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Signature: .....

**Note:** The Whistle Blowing shall be submitted at least within 30 days of the Occurrence of the Concern/event (or) before Occurrence.