

VIGIL MECHANISM

Section 177(9) of the Companies Act, 2013 requires every Listed Company to establish a vigil mechanism for its Directors and Employees to report their genuine concerns.

In view of this, the Company has established a secured system to enable our Directors & 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 to specmkt@gmail.com. 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.

