

**WHISTLE BLOWER POLICY**

AksharChem

**AksharChem (India) Limited**

CIN : L24110GJ1989PLC012441

## **OBJECTIVE**

The Board of Directors of the company pursuant to Section 177 of the Companies Act, 2013 and Clause 49 of the Equity Listing Agreement have adopted a whistle blower policy. It seeks to establish a vigil mechanism for directors and employees to report genuine concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy. The vigil mechanism provides for adequate safeguards against victimization.

## **WHO CAN REPORT**

Any whistle-blower among the directors and employees of the Company can report genuine concerns and actual or potential violations.

## **POLICY**

The Chairman of the Audit Committee of the Board has been designated as the Ombudsperson to whom complaints under the vigil mechanism can be made. The process is overseen and monitored by the Audit Committee of the Board.

The whistle blower policy, as approved by the Board, is appended. Employees and other stakeholders are encouraged to make use of the whistle blower policy to bring genuine concerns to the direct notice of the Ombudsperson. All such persons making the complaint are guaranteed of due protection under this policy.

In case of any doubts or clarifications required, the compliance officer may be approached. For this purpose, the Company Secretary is the compliance officer and email may be addressed to [cs@aksharchemindia.com](mailto:cs@aksharchemindia.com).