

MMP INDUSTRIES LIMITED

VIGIL MECHANISM - WHISTLE BLOWER POLICY

With the rapid expansion of business in terms of volume, value and geography, various risks associated with the business have also increased considerably. One such risk identified is the risk of fraud & misconduct. The Audit Committee is committed to ensure fraud-free work environment and in this directions, the Audit Committee had formulated the Whistle Blower Policy providing a platform to all the employees, vendors and customers to report any suspected or confirmed incident of fraud or misconduct through any of the reporting protocols.

In order to instill more confidence amongst Whistle Blowers, the management of the reporting protocols were managed by an independent agency. Adequate safeguards have been provided in the Whistle Blower Policy to prevent victimization of anyone who is using this platform and direct access to the Chairman of the Audit Committee is also available in exceptional cases.

This Whistle Blower Policy is applicable to all the Directors, employees, vendors and customers of the Company and it is also posted on the Website of the Company.

The main objectives of the policy are as follows:-

- (a) to protect the brand, reputation and assets of the Company from loss or damage, resulting from suspected or confirmed incidents of fraud /misconduct.
 - (b) to provide guidance to the employees, vendors and customers on reporting any suspicious activity and handling critical information and evidence.
 - (c) to provide healthy and fraud-free work culture.
 - (d) to recommend to the management for taking appropriate actions such as disciplinary action, termination of service, changes in policies & procedure and review of internal control systems;
 - (e) to review the policy from time to time
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