



To

All Concerns

The Board of Directors of the Company in its meeting held on 14.05.2014 established a vigil mechanism for the Directors and all employees of the Company pursuant to the provisions of Section 177(9) of the Companies Act, 2013. An extract of the resolution passed in this regard is given below:

In terms of Section 177(9) of the Companies Act, 2013 and Companies (Meetings of Board and its Powers) Rules, 2014 a vigil mechanism be and is hereby established for the directors and employees of the company with the objective and manner as detailed below to enable them to report genuine concerns and to provide adequate safeguard against victimization of person who use such mechanisms.

- i) A Whistle Blower (Vigil) mechanism provides a channel to the employees to report to the management concerns about unethical behavior, actual or suspected fraud or violation of the Codes of conduct or policy. The mechanism provides for adequate safeguards against victimization of employees to avail of the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases.
- ii) All Protected Disclosures as provided under Act/Rules be addressed to the Nodal Officer, Mr. Ashok Kumar Shukla, Company Secretary through e-mail at [ashokshukla@mawanasugars.com](mailto:ashokshukla@mawanasugars.com)
- iii) The Nodal Officer be and is hereby responsible for all further proceedings in this regard."

All employees of the Company is eligible to report to the undersigned about unethical behavior, actual or suspected fraud or violation of the Codes of conduct or policy by the management. The mechanism provides for adequate safeguards against victimization of employees to avail of the mechanism.

The undersigned was made responsible by the Board for all further proceedings in this regard including take the matter with Chairman of the Audit Committee in exceptional cases.

**COMPANY SECRETARY**  
**MAWANA SUGARS LIMITED**

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