

Vigil Mechanism Policy

Pursuant to the provisions of Section 177 (9) and (10) of the Companies Act, 2013, a Vigil Mechanism has to be put in place, after adopting a suitable Vigil Mechanism Policy. A draft Vigil Mechanism Policy is outlined here below for consideration of the Board.

Vigil Mechanism Policy

This policy is put in place pursuant to the provisions of Section 177 (9) and (10) of the Companies Act, 2013. Vigil Mechanism Policy will help receive feedback regarding genuine concerns that Directors/employees may have regarding any aspect of functioning of the company and internal and external environment. Vigil Mechanism will serve following purposes:-

- Provides a forum for Directors to express their genuine concerns
- Serves as a vehicle for the communication of ideas/concerns if any for the employees regarding any aspect of the functioning of the company.
- Functions as a channel for the management to receive genuine feedback regarding concerns if any/regarding any aspect of the functioning of the company and ideas that may help improve matters.

Advantages

The feedback that may be received on account of the existence of Vigil Mechanism may help the management in averting any material occurrences/developments that may affect the efficiency or performance of the company. Based on such feedback, the management may also take steps to bring about required improvements.

The Board may please examine draft of above Vigil Mechanism Policy and accord approval for the same with or without modification of the contents. It is suggested that the Vigil Mechanism Policy once it is approved, may be up-loaded on the website of the company. On according approval, the Board may please pass a resolution as per the draft given below with or without modification:-
