

# WHISTLE BLOWER/ VIGIL MECHANISM

## Whistle Blower Mechanism

The Board of the Company has formulated and implemented a Whistle Blower Policy incorporating Vigil mechanism with a view to provide a mechanism for employees of the Company to raise concerns of any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports, etc.

The Policy covers malpractices and/or events related to all issues that could have grave impact on the operations and performance of the business of the Company.

- **The contact details of the Whistle Officers are as under:**

For complaints concerning Compliance Officer and the Executive Management Personnel

**Mr. Yatish Parekh**

Chairperson of the Audit Committee

HLE Glascoat Limited (Formerly Swiss Glascoat Equipments Limited)

**Contact Details:**

Address: HLE Glascoat Limited (Formerly Swiss Glascoat Equipments Limited), H-106, GIDC Estate, Vitthal Udyognagar - 388121, Dist. Anand, Gujarat

Contact no.: (02692) 236842 to 236845

E-mail id: yatish72@hotmail.com

- **For complaints concerning other employees**

**Ms. Dhvani Shah**

Company Secretary

HLE Glascoat Limited (Formerly Swiss Glascoat Equipments Limited)

**Contact Details:**

**Address:** HLE Glascoat Limited (Formerly Swiss Glascoat Equipments Limited) , H-106, GIDC Estate, Vitthal Udyognagar - 388121, Dist. Anand, Gujarat

**Contact no.:** (02692) 236842 to 236845

**E-mail:** [share@glascoat.com](mailto:share@glascoat.com)

- If a protected disclosure is received by any executive of the Company other than the designated Whistle Officers, the same should be forwarded to the Company's Whistle Officers for further appropriate action.
- Policy should not be used in place of the Company grievance procedures or be a route for raising malicious or unfounded allegations against colleagues.
- Disclosures expressed anonymously will ordinarily NOT be investigated.
- Whistle Blowers should not act on their own in conducting any investigative activities, nor do they have a right to participate in any investigative activities other than as requested by the Whistle Officers.
- Protected Disclosure will be appropriately dealt with by the Whistle Officers, as the case may be. under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower knowing it to be false or bogus or with a mala fide intention.