



VIGIL MECHANISM POLICY

1. PREFACE

Section 177 of the Companies Act, 2013 and rules made there under, as may be applicable, mandates the following classes of Companies to constitute a Vigil Mechanism for the directors and employees to report genuine concerns or grievances about unethical behaviours, actual or suspected fraud or violation of Company Code of conduct or ethics policy.

- Every listed Company;
- Every other Company which accepts deposits from the public;
- Every Company which has borrowed money from banks and public financial institutions in excess of Rs. 50 crores.

The Company maintains a Code of Conduct for the employees of the Company which lays down the principles and standard that should govern the action of the Company & its employees. Any actual or potential violation of such Code of Conduct would be a matter of serious concern and the Vigil Mechanism shall provide for adequate safeguard against victimization of person who use such mechanism and make provisions for direct access to the Vigilance Officer / (Name of Director) for reporting any violation. Milky Mist Dairy Food Private Limited (the Company) proposes to establish a Vigil Mechanism and to formulate a Policy for the same.

2. POLICY OBJECTIVES

The Company is committed to maintain the highest standard of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express their concern without fear of punishment or unfair treatment. A Vigil Mechanism provides a channel to the employees to report to the management about unethical behaviour, actual or suspected fraud, etc. The Mechanism provides for adequate safeguard against victimization of employees and provides direct access to the 'Vigilance Officer' or to (Name of Director), Director of the Company. Provided however that the employees should maintain their duty of confidentiality in course of their duty to perform and do not raise any malicious or unfounded allegations against people in authority and/or against colleagues.

3. ELIGIBILITY

All the employees of the Company, directors and stakeholders are eligible to make protected disclosure under the Policy in relation to matters concerning the Company.

4. DEFINITIONS

- a) "Protected Disclosure" means a written communication of a concern made in good faith, which discloses or demonstrates information that may evidence an unethical or improper activity under the title "SCOPE OF THE POLICY" with respect to the Company. It should be factual and not



Milky Mist Dairy Food Private Limited

speculative and should contain as much specific information as possible to allow for proper assessment of the nature and extent of the concern.

- b) "Employee" means every employee of the Company (whether working in India or abroad), including the directors in the employment of the Company.
- c) "Whistle Blower" is an employee or group of employees who makes a Protected Disclosure under this Policy.
- d) "Board" means the Board of Directors of the Company.
- e) "Company" means Milky Mist Dairy Food Private Limited and all its offices.
- f) "Subject" means a person or group of persons against or in relation to whom a Protected Disclosure is made or evidence gathered during the course of an investigation.
- g) "Vigilance Officer" is a person nominated/appointed to receive protected disclosures from Whistle Blower/s, maintaining records thereof, placing the same before the Audit Committee / Board of Directors, as may be applicable, under the provisions of the Companies Act, 2013 for its disposal and informing the Whistle Blower/s the result thereof.

5. RECEIPT AND DISPOSAL OF PROTECTED DISCLOSURES

All Protected Disclosures should be reported in writing by the Whistle Blower/s as soon as possible after the Whistle Blower/s becomes aware of the same and should either be typed or written in a legible handwriting in English.

The contact details of the Vigilance Officer are as under:

Name and Address:

Mr. Sathish Kumar T

Milky Mist Dairy Food Private Limited

104/9, Survey No. 104/9, Erode Main Road

Chittode, Tamil Nadu

India - 638102

Email: cmd@milkymist.com

The Protected Disclosure should be addressed to the Vigilance Officer of the Company and submitted in a closed and secured envelope and should be super scribed as "**Protected disclosure under the Vigil Mechanism Policy**". Alternatively, the same can also be sent through email. If the complaint is not super scribed and closed as mentioned above, it will not be possible for the Vigilance Officer of the Company to protect the Whistle Blower/s and the protected disclosure will be dealt with as if a normal disclosure.

In order to protect identity of the Whistle Blower/s, the Vigilance Officer will not issue any acknowledgement to the Whistle blower/s and they are advised neither to write their name/address on the envelope nor enter into any further correspondence with the Vigilance Officer of the Company. The Vigilance Officer of the Company shall assure that in case any further clarification is required he will get in touch with the Whistle Blower/s.



Milky Mist Dairy Food Private Limited

The Company shall not entertain anonymous/ pseudonymous disclosures.

The Protected Disclosure should be forwarded under a covering letter signed by the Whistle Blower/s. The Vigilance Officer of the Company as the case may be, shall detach the covering letter bearing the identity of the Whistle Blower and process only the Protected Disclosure.

On receipt of the protected disclosure the Vigilance and Ethics Officer/Chairman of the Board/Chairman of the Audit Committee, as the case may be, shall make a record of the Protected Disclosure and also ascertain from the complainant whether he was the person who made the protected disclosure or not. He shall also carry out initial investigation either himself or by involving any other Officer of the Company or an outside agency before referring the matter to the Audit Committee of the Company for further appropriate investigation and needful action.

The record will include:

- a) Brief facts;
- b) Whether the same Protected Disclosure was raised previously by anyone, and if so, the outcome thereof;
- c) Whether the same Protected Disclosure was raised previously on the same subject; d) Details of actions taken by Vigilance Officer for processing the complaint;
- e) Findings of the Vigilance Officer
- f) The recommendations of the Audit Committee/other action(s).

The Vigilance Officer of the Company, if deems fit, may call for further information or particulars from the Whistle Blower/s.

6. INVESTIGATION

All Protected Disclosures reported under this Policy will be thoroughly investigated by the Vigilance Officer who will investigate / oversee the investigations under the authorization of the Board of Directors of the Company. The Vigilance Officer may at its discretion consider involving any investigations for the purpose of Investigation.

The decision to conduct an investigation taken into a Protected Disclosure by itself is not an acceptance of the accusation by the Authority and is to be treated as a neutral fact-finding process because the outcome of the investigation may or may not support accusation.

Unless there are compelling reasons not to do so, Whistle Blower/s will be given reasonable opportunity for hearing their side during the investigation. No allegation of wrongdoing against the Whistle Blower/s shall be considered as maintainable unless there is good evidence in support of the allegation.

The Whistle Blower/s shall have a duty to cooperate with the Vigilance Officer, during investigation to the extent that such cooperation sought does not merely require them to admit guilt.

Subjects shall have right to access any document / information for their legitimate need to clarify / defend themselves in the investigation proceedings.



Milky Mist Dairy Food Private Limited

Subjects shall have a responsibility not to interfere with the investigation. Evidence shall not be withheld, destroyed or tampered with, and witnesses shall not be influenced, coached, threatened or intimidated by the Subjects.

The Vigilance Officer shall normally complete the investigation within 90 days of the receipt of protected disclosure.

7. DECISION AND REPORTING

If an investigation leads to a conclusion that an improper or unethical act has been committed, the Chairman of the Audit Committee shall recommend to the Board of Directors of the Company to take such disciplinary or corrective actions as it may deem fit.

Any disciplinary or corrective action initiated against the Subject as a result of the findings of an investigation pursuant to this Policy shall adhere to the applicable personnel or staff conduct and disciplinary procedures.

A quarterly report with number of complaints received under the Policy and their outcome shall be placed by the Vigilance Officer before the Chairman of the Audit committee.

8. NATURE OF DISCLOSURE AND PROTECTION THERE FROM

While the Management is determined to give appropriate protection to the genuine Whistle Blower/s, the employees, at the same time are advised to refrain from using this facility for furthering their own personal interest with a malafide intention or to make protected disclosure which are subsequently found to be frivolous, baseless, malicious or reported otherwise than in good faith. In that event, the employees will make themselves liable for appropriate disciplinary action as per the relevant service rules / Standing Order of the Company.

No unfair treatment will be meted out to a Whistle Blower/s by virtue of his/ her having reported a Protected Disclosure under this policy. Adequate safeguards against victimisation of Whistle Blower/s shall be provided. The Company will take steps to minimize difficulties, which the Whistle Blower/s may experience as a result of making the Protected Disclosure.

The identity of the Whistle Blower/s shall be kept confidential to the extent possible and permitted under law. Any other employee assisting in the said investigation shall also be protected to the same extent as the Whistle Blower/s.

9. CONFIDENTIALITY

The Whistle Blower/s, Vigilance Officer, the Subject and everybody involved in the process shall, maintain confidentiality of all matters under this Policy, discuss only to the extent or with those persons as required under this policy for completing the process of investigations and keep the papers in safe custody



10. DISQUALIFICATIONS

While it will be ensured that genuine Whistle Blower/s are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection will warrant disciplinary action.

Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower/s knowing it to be false or bogus or with a mala fide intention.

Whistle Blower/s, who make any Protected Disclosures, which have been subsequently found to be mala fide, frivolous or malicious, shall be liable to be prosecuted.

11. COMMUNICATION

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification will be binding on the Employees and Directors unless the same is notified to them in writing or made in Notice Board.

12. RETENTION OF DOCUMENTS

All Protected disclosures in writing or documented along with the results of investigation relating thereto, shall be retained by the Company for a period of 5 (five) years or such other period as specified by any other law in force, whichever is more.

13. ADMINISTRATION AND REVIEW OF THE POLICY

The Chairman / Managing Director shall be responsible for the administration, interpretation, application and review of this policy. The Chairman / Managing Director shall also be empowered to bring about necessary changes to this Policy, as may necessary, at later stage, with concurrence of the Board of Directors.

14. AMENDMENT

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification will be binding on the Directors and employees unless the same is not communicated in the manner described as above.

Signed on 4th June 2020

K.S.A

S ANITHA
Director

Signed 4th June 2020

K.T.S

SATHISH KUMAR T
Managing Director