



## WHISTLE BLOWER POLICY

The purpose of Whistle Blower Policy is to allow the employees and/or directors to raise concerns about unacceptable improper practices and/or any unethical practices being followed in the Company without necessarily informing their superiors.

This Policy is intended to check that whenever any unacceptable/improper practice and/or any unethical practice is reported by an employee and/or director proper action is taken to check such practice/wrongdoing and the employee and/or director is protected against any adverse action and/or any discrimination for such reporting.

All the employees and/or directors shall be protected from any adverse action for reporting any unacceptable/improper practice and/or any unethical practice or frauds or violation of any law, rule or regulation so long as the employee and/or director:-

1. Reports in good faith his/her belief that there is waste of the Company's Funds;
2. Reports in good faith the violation or suspected violation of a law, rule or regulation;
3. Participates in or gives information in an investigation, hearing, court proceeding, legislative or other inquiry, or other administrative review;
4. Objects or refuses to carry out a directive that the employee and/or director believes in good faith may violate a law, rule or regulation.

The Company is forbidden from taking any adverse action against an employee and/or director for exercising the employee's and/or director's rights as listed above.

Any employee and/or director who has a genuine complaint or concern about any fraud or violation of any law, rule or regulation or unacceptable/improper practice and/or any unethical practice may complain about this to his superior or to the designated person to attend to whistle-blowers as mentioned herein below,

Mrs. Indrani.B, has been appointed as the "Whistle Blowing Officer", who can be contacted in writing at Sika Interplant Systems Limited, No.3 Gangadharchetty Road, Bangalore 560042.

She shall be responsible for the following functions:

1. To receive and record any complaints under this Policy.
2. To ensure confidentiality of any "Whistle Blowing" complainant who requests that their complaint be treated in confidence.
3. To prepare a report of any whistle blowing complaint and send the report promptly to the Audit Committee Members. A copy of the report shall be simultaneously sent to the Managing Director and Whole Time Director for investigation. The Managing Director/WTD after investigation shall place a report to the Audit Committee for discussion and decision. The audit Committee Members shall then discuss the same and take necessary action.
4. The Whistle Blowing Officer shall communicate the Audit Committee's decision to the complainant for his information.

Employees and/or directors can also communicate their complaints to the Audit Committee Members by writing to:

Chairman Audit Committee,  
Sika Interplant Systems Limited  
No.3, Gangadharchetty Road,  
Bangalore 560042.