

## **Whistle Blower Policy**

**1. The purpose of this Policy:**

The Company believe in the conduct of the affairs of its constituents in fair and transparent manner by adopting highest standard of professionalism, honest, integrity and ethical behavior. The Potential violation of Company polices or applicable laws are recognized and addressed promptly to avoid unforeseen circumstances. The Company shall maintain a work place that facilitates the reporting of potential violation of Company policies and applicable laws.

**2. Duty to Report:**

It is the policies of the Company that Employees must, when reasonably suspect that a violation of an applicable law or the Company's Code of Conduct and Ethics has occurred or likely to occur, report that violation.

**3. How to Report:**

The employees shall report all suspected violation to the Chairman of the Audit Committee, by sending letter in the sealed cover with the Name of the Chairman of the Audit Committee at the Registered Office of the Company or he can send addressed to the Chairman of the Audit Committee at email id – [nilkanthengineeringltd@gmail.com](mailto:nilkanthengineeringltd@gmail.com)

**4. Protection:**

The Identity of the Whistle Blower shall be kept confidential to the extent possible and permitted by law.

**5. Investigation:**

All the reports under this policy will be promptly and appropriately investigated, and all information disclosed during the course of the investigation shall remain confidential, except as necessary to conduct the investigation and take remedial action, in accordance with applicable law.

**6. Decision:**

At the conclusion of Investigation, if the Company determines that a violation has been occurred, the Company shall take effective remedial action commensurate with the nature of offense / violation.

**7. Document Retention:**

All the documents relating to reporting, investigation and remedial action pursuant to this Policy shall be kept in accordance with the applicable law.

The Whistle Blower Policy is available at the Company's website  
[www.nilkanthengineeringltd.co.in](http://www.nilkanthengineeringltd.co.in)