

Precision Wires India Limited - Whistle Blower Policy

VIGIL MECHANISM

Section 177(9) of the Companies Act, 2013 requires every Listed Company to establish a vigil mechanism for its Directors and Employees to report their genuine concerns about on unethical behavior / misconduct / actual or suspected frauds / violation of code of conduct.

In view of this, the Company has established a secured system to enable our Directors & Employees to report their genuine concerns, generally impacting / affecting business of our Company, including but not limited to improper or unethical behavior / misconduct / actual or suspended frauds / violation of code of conduct.

Any Director or employee can directly email his/her concern or complaint to **vigilmechanism@pwil.net**, viz. email ID exclusively dedicated for vigil mechanism. The Company will take appropriate action for its resolution. Anonymous communications will not normally be entertained.

All the Directors and employees are assured that this mechanism provides adequate safeguard against victimization of the concerned Director / Employee.

In case of repeated frivolous complaints being filed by a Director or an Employee suitable action will be taken against the concerned Director or Employee.

The Complaints must be fully signed (stating the name of the Complainant in full, unit & Department etc.). Unsigned Complaints and complaints not supported with documents shall not be entertained.

Amendment:

The Board reserves its right to amend or modify this mechanism in whole or in part at any time. However, no such amendment or modification shall be inconsistent with the applicable provision of Listing Agreement, Companies Act, 2013 and any law for the time being in force.

Format of Reporting vide Form "1" attached herewith.

PRECISION WIRES INDIA LIMITED

**FORM 1
FORMAT OF REPORTING
(Annexure to the Whistle Blower)**

Employee Number		Date	
Name		Designation	
Department		Location	

Brief particulars of an event falling under the purview of the Vigil Mechanism*	
Names of the employees responsible for the acts	
Whether documentary evidence is available*	Yes/No
Whether the event has been informed to your immediate supervisor in writing? **	Yes/No

I hereby declare that I have read and understood the Whistle Blower Rules applicable in Precision Wires India Limited and further declare that the facts stated above are true. I agree to produce the necessary documentary evidence to support the issue raised by me during the course of the investigation.

Name	
Signature	

* Insert additional sheets if required ** Not mandatory.