

## **AVANCE TECHNOLOGIES LIMITED**

### **Whistle Blower Policy**

- ≈ The Company has established a vigil mechanism for directors and employees to report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy to Audit Committee of the Company.
- ≈ This policy applies to all employees & Directors of the Company.
- ≈ Every employee and Director of the Company is expected to promptly report the Management any unethical or improper practices or conduct in good faith believes to exist.
- ≈ The Procedure to be followed for reporting wrong doing in the Company:
  - ~ The Chairman of Audit Committee will constitute a two member committee (Whistle Blower Committee) which shall be delegated with various duties under this policy.
  - ~ Any employee or Director who believes any actual or suspected wrong doing in the Company shall report to Whistle Blower Committee in writing as soon as possible along with details and evidences supporting the allegations.
  - ~ The Whistle Blower Committee shall appropriately and expeditiously investigate all whistle blower report received.
  - ~ The Committee shall have a right to ask for any information/document and examination of any employee or Director of the Company as they deem think fit or appropriate.
  - ~ After completion of investigation, a report shall be prepared by the Whistle Blower Committee and the same shall be place before the Audit Committee for its consideration.
  - ~ After considering the Report prepared by the Whistle Blower Committee, the Audit Committee shall find out the grounds for happening the wrong doing in the Company and also draw the action plan to handle such situations and act upon it. Further, the Audit Committee order for any modification of Whistle Blower Policy, if required.
- ≈ No unfair treatment will be given to a Whistle Blower in consequent to that he/she has reported any actual/suspected wrong doing within the Company and confidentiality should be maintained.
- ≈ The Company shall announce the existence of Whistle Blower Mechanism and its applicability.

\*\*\*\*\*