

## THIRUMALAI CHEMICALS LTD

### Policy on Vigil Mechanism (Whistle Blower Mechanism)

Employees may report any practices or actions believed to be inappropriate and against the interest of Company or its code of conduct adopted or any other illegal acts to their immediate Manager. If it is appropriate, in view of the nature of the reported matter, report of violation may be made directly to the Chief Executive Officer. Where appropriate, complaints may be made on a confidential basis to the Chairman of the Audit Committee / Board. The contact details are made available at the Company's website / Notice Board.

All complaints received will be properly investigated by the recipients and report the outcome to the Audit Committee in sealed cover for appropriate action. The Company prohibits retaliation against any employee for such complaints made in good faith, while it also protects the rights of the incriminated person.

Sl.No	Position	Name of person	Contact	Mail id
1	Chairman of the Audit Committee	Mr. R. Ravi Shankar	044-24334978	<a href="mailto:ravishankar.fca@gmail.com">ravishankar.fca@gmail.com</a>
2	Chief Executive Officer	Mr.C. G. Sethuram	044-40123303	<a href="mailto:sethuram.cg@thirumalaichemicals.com">sethuram.cg@thirumalaichemicals.com</a>