

VADIVARHE SPECIALITY CHEMICALS LIMITED

NOTICE – VIGIL MECHANISM / WHISTLE BLOWER POLICY

In accordance with Section 177 of the Companies Act, 2013, SEBI (LODR) Regulations, and the Company's Whistle Blower Policy, a Vigil Mechanism has been established to enable Directors, Employees, and Stakeholders to report genuine concerns regarding unethical behaviour, actual or suspected fraud, violation of the Company's Code of Conduct, misuse of authority, or any other improper practice.

Composition of Vigil Mechanism

- **Head of Vigil Mechanism**

Mr. Prasanna Rege- Chairman of Audit Committee

Address: B/605, Sabarmati Apts, Sahakar Gram, Ashoknagar Cross Road No.3, Above State Bank of India, Kandivali, Mumbai – 400101

Email: prasrege@gmail.com

- **Vigilance & Ethics Officer (VEO)**

Mr. Manoj Kumar – Company Secretary & Compliance Officer

Address: Kind Attn: Mr. Manoj Kumar, Company Secretary & Compliance Officer, GAT No. 204, Vadivarhe, Igatpuri, Maharashtra – 422403

Email: cs@vscl.in

How to Report a Concern

Concerns may be reported in good faith by:

1. Sending an email to **prasrege@gmail.com** (Chairman, Audit Committee) or **cs@vscl.in** (VEO)
2. Sending a written complaint in a sealed envelope marked “**Protected Disclosure – Whistle Blower Policy**” to the postal addresses above.

All complaints will be handled in strict confidence and without fear of retaliation. The Vigil Mechanism provides complete protection against victimization of people making genuine disclosures.

By Order of the Board of Directors

For **Vadivarhe Speciality Chemicals Limited**

SD/-

(Authorised Signatory)



Vadivarhe Speciality Chemicals Ltd.

Corporate Office: K. K. Chambers, Sir P. T. Road, Fort, Mumbai - 400 001. Tel: 022-22072526 Fax: 022-26740371

Registered Office & Factory: Gat No. : 204, Nashik - Mumbai Highway, VTC Phata, Vadivarhe, Taluka - Igatpuri, Dist.: Nashik - 422403 Tel: 02553-282200 / 238 / 252

Email: sales@vscl.in Website: www.vscl.in

CIN: L24100MH2009PLC190516