



USHANTI COLOUR CHEM LIMITED
(CIN: L24231GJ1993PLC019444)



USHANTI COLOUR CHEM LIMITED

Registered Office: 88/8, G I D C Phase I, Vatva, Ahmedabad-382445, Gujarat, India

Tel.: 079 25833315- 25894903

Email Id: admin@ushanti.com, csucl@ushanti.com

Website: www.ushanti.com

Vigil Mechanism

Approved by Board of Directors: 27th April, 2018



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Vigil Mechanism

“Ushanti Colour Chem Limited” is a firm believer of implementation of Ethical Values and it believes in establishing professionalism, honesty, integrity and discipline all across the Company.

Objective of Vigil Mechanism

This Vigil Mechanism is an extension of the Code of Conduct of the Company through which the Company seeks to provide a mechanism for the directors and employees to disclose their concerns and grievances on Unethical Behavior and Improper/Illegal Practices and Wrongful Conduct taking place in the Company for appropriate action. Through this Policy, the Company provides necessary safeguards to all such persons for making sheltered disclosures in good faith.

The Vigil Mechanism team shall be responsible for taking correct steps or actions with respect to any concerns or grievances informed to them and must report the concerns or grievances to the Higher Authorities in exceptional cases.

Unethical Behavior and Improper/Illegal Practices or Wrongful Conduct Shall Mean

- a. An act or omission which does not conform to approved standard of social and professional behavior;
- b. An act or omission which leads to unethical business practices including misappropriation of monies and actual or suspected fraud;
- c. Improper or illegal or unethical conduct;
- d. Breach of etiquette or morally offensive behavior;
- e. Such other behavior as may be considered morally and ethically unacceptable.

Terms of Reference

- a. To provide for adequate safeguards against victimization of persons who use such mechanism;
- b. To investigate thoroughly the concerns and grievances as received from the Directors or Employees of the Company and to report the same to the Higher Authorities of the Company;
- c. Make provision for direct access to the chairperson of the Audit Committee in appropriate or exceptional cases and
- d. To do all other acts and duties as may be required and expected of them from time to time.



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Annexure- A: Contact Details of Vigil Mechanism Team

| Sr. No. | Name of Member | Status |
|----------------|-----------------------------|------------------|
| 1. | Mr. Maunal Shantilal Gandhi | Vigilant Officer |
| 2. | Mrs. Hanisha Jinish Patel | Member |
| 3. | Mrs. Purvi Tapan Trivedi | Member |

Contact Details

Phone No.: 079 25833315- 25894903

Email Id: maunal@ushanti.com
