

Whistle Blower Policy of Godrej Industries Limited

The purpose of Whistle Blower Policy is to allow the employees, directors and stakeholders, including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices and to raise concerns about unacceptable improper practices being followed in the organization without necessarily informing their superiors.

This Policy is intended to check that whenever any unacceptable/improper practice and/or any unethical practice is reported by any employees, directors and stakeholders proper action is taken to check such practice/wrong doing and the employees, directors and stakeholders are protected against any adverse action and/or any discrimination for such reporting.

All the employees, directors and stakeholders shall be protected from any adverse action for reporting any unacceptable/ improper practice and/or any unethical practice or frauds or violation of any law, rule or regulation so long as the employees, directors and stakeholders:-

1. Report in good faith his/her belief that there is waste of the company's funds;
2. Report in good faith the violation or suspected violation of a law, rule or regulation;
3. Participate in or gives information in an investigation, hearing, court proceeding, legislative or other inquiry, or other administrative review;
4. Object or refuse to carry out a directive that the employee and/or director and stakeholders believes in good faith may violate a law, rule or regulation.

The Company is forbidden from taking any adverse action against employees, directors and stakeholders for exercising the employees, directors and stakeholders rights as listed above. Examples of adverse action are given below :-

1. Discharging the employees, directors and stakeholders;
2. Threatening the employees, directors and stakeholders;
3. Discriminating against the employees, directors and stakeholders, where applicable

Employees, directors and other stakeholders who have a genuine complaint or concern about any fraud or violation of any law, rule or regulation or unacceptable/improper practice and/or any unethical practice may complain about this to his/her superior or to the designated members to attend to whistle-blowers.

They are responsible for the following functions:

1. Receiving and recording any complaints under this policy.
2. Ensuring confidentiality of any “Whistle Blowing” complainant who requests that their complaint be treated in confidence.
3. Preparing of a report on any whistle blowing complaint and send the report promptly to the Audit Committee Members. A copy of the report shall be simultaneously sent to the Managing Director and Executive Director for investigation. The Managing Director/Executive Director after investigation shall place a report to the Audit Committee for discussion and decision. The Audit Committee Members shall then discuss the same and take necessary action.

Employees, directors and stakeholders are free to communicate their complaints directly to the following Audit Committee Members or Mr. V Swaminathan (Head - Corporate Audit & Assurance)

The communication details are as under:

1. Mr. K.K. Dastur

Rajab Mahal, 144, Maharshi Karve Road,
Churchgate, Mumbai 400 020.

Phone No.: 022-22831454

Email ID: kersidastur@gmail.com

2. Mr. S.A. Ahmadullah

52, Jupiter, 1, Anstey Road, Cumballa Hill, Mumbai 400 026.

Phone No.:022-23865989

Email ID: sahmadullah7@gmail.com

3. Mr. V Swaminathan

Pirojshanagar, Eastern Express Highway, Vikhroli-East, Mumbai 400 079 or on
Phone No.: 25194403 or on email at ve.swaminathan@godrejinds.com.