

**VIGIL MECHANISM / WHISTLE BLOWER POLICY****1. PREFACE:**

In accordance with Section 177 of the Companies Act, 2013 read with Regulation 22 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"), every Listed Company shall formulate a vigil mechanism / whistle blower policy to enable Director(s) and Employee(s) to report genuine concerns.

In line with the aforesaid requirement, Integra Engineering India Limited ("the Company" or "IEIL"), being a Listed Company proposes to establish a Vigil Mechanism / Whistle Blower Policy and formulate the same.

**2. POLICY OBJECTIVES:**

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its Employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment.

The vigil mechanism shall provide for adequate safeguards against victimization of Director(s) or Employee(s) or any other person who avail the mechanism and provide for direct access to the Chairperson of the Audit Committee in appropriate or exceptional cases.

**3. SCOPE:**

This Policy provides a vigil mechanism against malpractices and events which have taken place / suspected to have taken place, misuse or abuse of authority, fraud or suspected fraud, Child or Forced labour issues, discrimination and harassment, corruption and bribery issues, anti-competitive practices, information security concern, violation of company rules, manipulations, negligence causing danger to public health and safety, misappropriation of monies, any instances of leak of unpublished price sensitive information and other matters or activity on account of which the interest of the Company is affected and formally reported by whistle blowers concerning its employees.

**4. DEFINITIONS:**

- **"Alleged wrongful conduct"** shall mean violation of law, Infringement of Company's rules, misappropriation of monies, actual or suspected fraud, substantial and specific danger to public health and safety or abuse of authority.
- **"Audit Committee"** means a Committee constituted by the Board of Directors of the Company in accordance provisions of the Companies Act, 2013 and the SEBI (LODR) Regulations, 2015.
- **"Board"** means the Board of Directors of the Company.
- **"Company"** means the INTEGRA Engineering India Limited ("IEIL") and all its office
- **"Employee"** means all the present employees and whole time Directors of the Company (Whether working in India or abroad).
- **"Protected Disclosure"** means a concern raised by an employee or group of employees of the Company, through a written communication and made in good faith which discloses or demonstrates information about an unethical or improper activity under the title "SCOPE" of the policy with respect to the Company. It should be factual and not speculative or in the nature of an interpretation / conclusion and should contain as

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much specific information as possible to allow for proper assessment of the nature and extent of the concern.

- **“Subject”** means a person or group of persons against or in relation to whom a Protected Disclosure is made or evidence gathered during the course of an investigation.
- **“Vigilance and Ethics Officer”** means an officer appointed to receive protected disclosures from whistle blowers, maintaining records thereof, placing the same before the Audit Committee for its disposal and informing the Whistle Blower the result thereof.
- **“Whistle Blower”** is an employee or group of employees who make a Protected Disclosure under this Policy and also referred in this policy as complainant.

**ELIGIBILITY**

All Employees of the Company are eligible to make Protected Disclosures under the Policy in relation to matters concerning the Company.

**5. RECEIPT AND DISPOSAL OF PROTECTED DISCLOSURES:**

- All Protected Disclosures should be submitted in writing by the complainant as soon as possible after becoming aware of the concern, to ensure a clear understanding of the issues raised. The disclosure should be either typed or legibly handwritten in English or Gujarati.
- The Protected Disclosure should be submitted in a sealed and secured envelope, clearly marked as “Protected disclosure under the Whistle Blower policy”, or it may be sent via email. To protect the identity of the complainant, the Vigilance and Ethics Officer will not issue any acknowledgement, and complainants are advised to neither mention their name or address on the envelope, nor engage in any further correspondence with the Vigilance and Ethics Officer. If any additional information is required, the Vigilance and Ethics Officer will reach out to the complainant directly.
- Anonymous / Pseudonymous disclosure shall not be entertained by the Vigilance and Ethics Officer.
- All Protected Disclosures should be addressed to the Vigilance and Ethics Officer of the Company. However, in exceptional cases, they may be directed to the Chief Executive Officer (CEO) or Chairman of the Audit Committee.

**The contact details of the Vigilance and Ethics Officer, Chairman of Audit Committee and CEO of the Company are as: -**

Vigilance and Ethics Officer: Head, Human Resource Department,  
P.O. Box 55, Chandrapura Village, Tal. Halol – 389350  
Dist.: Panchmahals, Gujarat.  
Email: [hr@integraengineering.in](mailto:hr@integraengineering.in)

Mr. Jayesh Mehta  
**Chairman, Audit Committee,**  
301, Miraki Latitude, Opp HDFC Bank  
Old Padra road, Baroda – 390020  
Email: [jayeshmehta61@gmail.com](mailto:jayeshmehta61@gmail.com)

Mr. Bhavin Kariya  
**CEO, Integra Engineering India Limited**  
P.O. Box 55, Chandrapura Village, Tal. Halol – 389350,  
Dist.: Panchmahals, Gujarat  
Email: [bhavin.kariya@integraengineering.in](mailto:bhavin.kariya@integraengineering.in)

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- v) On receipt of the Protected Disclosure the Vigilance and Ethics Officer shall make a record of the Protected Disclosure. He shall also carry out initial investigation either himself or by involving any other Officer of the Company or an outside agency before referring the matter to the Audit Committee. The record will include:
- a) Brief facts,
  - b) Whether the same Protected Disclosure was raised previously by anyone, and if so, the outcome thereof,
  - c) Whether the same Protected Disclosure was raised previously on the same subject,
  - d) Details of actions taken by Vigilance and Ethics Officer / Chairman / CEO for processing the complaint,
  - e) Findings of the Audit Committee
  - f) The recommendations of the Audit Committee / other action(s).
- vi) The Audit Committee, if it deems fit, may call for further information or particulars from the complainant.

**6. INVESTIGATION:**

All protected disclosures under this policy will be recorded and thoroughly investigated. The Audit Committee may investigate and may at its discretion consider involving any other Officer of the Company and/or an outside agency for the purpose of investigation.

The decision to conduct an investigation is by itself not an accusation and is to be treated as a neutral fact finding process.

Subject(s) will normally be informed in writing of the allegations at the outset of a formal investigation and have opportunities for providing their inputs during the investigation.

Subject(s) shall have a duty to co-operate with the Audit Committee or any of the Officers appointed by it in this regard.

Subject(s) have a right to consult with a person or persons of their choice, other than the Vigilance and Ethics Officer / Investigators and/or members of the Audit Committee and/or the Whistle Blower.

Subject(s) have a responsibility not to interfere with the investigation. Evidence shall not be withheld, destroyed or tampered with and witnesses shall not be influenced, coached, threatened or intimidated by the subject(s).

Unless there are compelling reasons not to do so, subject(s) will be given the opportunity to respond to material findings contained in the investigation report. No allegation of wrongdoing against a subject(s) shall be considered as maintainable unless there is good evidence in support of the allegation.

Subject(s) have a right to be informed of the outcome of the investigations. If allegations are not sustained, the Subject should be consulted as to whether public disclosure of the investigation results would be in the best interest of the Subject and the Company.

The investigation shall be completed normally within 90 days of the receipt of the protected disclosure and is extendable by such period as the Audit Committee deems fit.

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- i) If an investigation leads the Vigilance and Ethics Officer / Chairman of the Audit Committee to conclude that an improper or unethical act has been committed, the Vigilance and Ethics Officer / Chairman of the Audit Committee shall recommend to the management of the Company to take such disciplinary or corrective action as he may deem fit. It is clarified that any disciplinary or corrective action initiated against the Subject as a result of the findings of an investigation pursuant to this Policy shall adhere to the applicable personnel or staff conduct and disciplinary procedures.
- ii) The Vigilance and Ethics Officer shall submit a report to the Chairman of the Audit Committee on a regular basis about all Protected Disclosures referred to him/her since the last report together with the results of investigations, if any.
- iii) In case the Subject is the Chairman/CEO of the Company, the Chairman of the Audit Committee after examining the Protected Disclosure shall forward the protected disclosure to other members of the Audit Committee if deemed fit. The Audit Committee shall appropriately and expeditiously investigate the Protected Disclosure.
- iv) If the report of the investigation is not to the satisfaction of the complainant, the complainant has the right to report the event to the appropriate legal or investigating agency.
- v) A complainant who makes false allegations of unethical & improper practices or about alleged wrongful conduct of the subject to the Vigilance and Ethics Officer or the Audit Committee shall be subject to appropriate disciplinary action in accordance with the rules, procedures and policies of the Company.

**8. CONFIDENTIALITY:**

The complainant, Vigilance and Ethics Officer, Members of Audit Committee, the Subject and everybody involved in the process shall:

- Maintain confidentiality of all matters under this Policy
- Discuss only to the extent or with those persons as required under this policy for completing the process of investigations.
- Not keep the papers unattended anywhere at any time.
- Keep the electronic mails / files under password.

**9. ACCESS TO CHAIRMAN OF THE AUDIT COMMITTEE:**

The Whistle Blower shall have right to access Chairman of the Audit Committee directly in exceptional cases and the Chairman of the Audit Committee is authorized to prescribe suitable directions in this regard.

**10. COMMUNICATION:**

A whistle Blower policy cannot be effective unless it is properly communicated to employees. Employees shall be informed through by publishing in notice board and the website of the company.

**11. RETENTION OF DOCUMENTS:**

All Protected disclosures in writing or documented along with the results of Investigation relating thereto, shall be retained by the Company for a period of 5 (five) years or such other period as specified by any other law in force, whichever is more.

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The Company Secretary shall be responsible for the administration, interpretation, application and review of this policy. The Company Secretary also shall be empowered to bring about necessary changes to this Policy, if required at any stage with the concurrence of the Audit Committee.

**13. AMENDMENT:**

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever. However, no such amendment or modification will be binding on the Employees and Directors unless the same is notified to them in writing.

Approved by: Board of Directors

Dated: 14<sup>th</sup> May 2025

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