

## KAY POWER AND PAPER LIMITED

### WHISTLE BLOWER POLICY

The Company has formulated a Whistle Blower Policy (the Policy) in compliance with the Companies Act 2013 and Listing agreement, to enable employees, customers, agents, dealers, suppliers and other vendors that conduct business with Kay Power and Paper Limited to raise concerns and complaints about fraudulent practices.

Under the Policy, the concerns/ complaints pertaining to General Managers and Managers should be raised before the Chairman of Audit Committee and concerns against other Employees should be addressed to the Vigilance officer.

The Company has designated the Manager, Mr. Hanmant Kadam as the Vigilance officer and has created the following email accounts for facilitating the raising of such concerns.

Chairman of Audit Committee- [chairmanauditcommittee@gmail.com](mailto:chairmanauditcommittee@gmail.com)

Vigilance officer - [kadam.h43@gmail.com](mailto:kadam.h43@gmail.com)

The Company aims to propagate a culture for maintaining highest standard of conduct and professionalism and therefore this Policy is implemented in furtherance of the Code of Conduct of the Company.