



## ABANS ENTERPRISES LIMITED

### VIGIL MECHANISM/WHISTLE BLOWER POLICY

Approved by	Board of Directors on 12-08-2015
Last amended by	Board of Directors on 04-02-2025
Reviewed and revised by	Board of Directors on 05-02-2026

**Abans Enterprises Limited**  
CIN: L74120MH1985PLC035243

**Registered Office:** 36,37,38A, 3rd Floor, 227, Nariman Bhavan,  
Backbay Reclamation, Nariman Point,  
Mumbai – 400 021  
Email: [compliance@abansenterprises.com](mailto:compliance@abansenterprises.com)  
Website: [www.abansenterprises.com/](http://www.abansenterprises.com/)  
Tel: +91 22 68170100| Fax: 02261790000

## **VIGIL MECHANISM/WHISTLE BLOWER POLICY**

### **I. PREFACE**

Pursuant to the provisions of Section 177(9) of the Companies Act, 2013 (the Act) read with Rule 7 of the Companies (Meetings of Board and its Powers), Rules, 2014 and the Corporate Governance requirements under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI LODR Regulations'), every listed company, companies which accept deposits from the public and companies which have borrowed money from banks and public financial institutions in excess of fifty crore rupees are required to establish a vigil mechanism for the directors and employees to report genuine concerns or grievances about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct for Directors and Senior Management Personnel.

The Company has adopted a Code of Conduct for Directors and Senior Management Personnel ("the Code"), which lays down the principles and standards for governance of the actions of the Directors and employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, is a matter of serious concern for the Company. Such a vigil mechanism shall provide for adequate safeguards against victimization of persons who use such mechanism and also make provision for direct access to the chairperson of the Audit Committee in appropriate and / or exceptional cases.

This Policy has been formulated in consideration of the best interests of the Company's stakeholders while ensuring compliance with other Corporate Governance requirements under the SEBI LODR Regulations and the Companies Act, 2013 (the Act), as amended from time to time.

### **II. OBJECTIVE**

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of its business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and raise/express their concerns without fear of punishment, victimization or unfair treatment. A Vigil Mechanism/Whistle Blower Policy provides a channel to the employees and Directors to report to the management concerns about unethical behaviour, actual or suspected fraud.

### **III. DEFINITIONS**

**"Audit Committee"** shall mean a Committee of Board of Directors of the Company, constituted in accordance with the provisions of Section 177 of the Companies Act, 2013 and Regulation 18 of the SEBI LODR Regulations.

**"Board"** means Board of Directors of the Company.

**"Company"** means "Abans Enterprises Limited and its subsidiaries.

**"Director"** means every Director of the Company.

**"Employee"** means every employee of the Company (whether working in India or abroad), including the directors in the employment of the Company.

**“Independent Director”** means a director referred to in Section 149 (6) of the Companies Act, 2013 and Regulation 16(1) (b) of the SEBI LODR Regulations.

**“Investigators”** mean those persons authorized, appointed, consulted or approached by the Ethics Counselors/Chairman of the Audit Committee and include the auditors of the Company and the police.

**“Key Managerial Personnel”** (KMP) means key managerial personnel as defined under section 2(51) of the Companies Act, 2013.

**“Policy or This Policy”** means, “Vigil Mechanism / Whistle Blower Policy”

**“Protected Disclosure”** means any communication made in good faith that discloses or demonstrates information that may evidence unethical, improper or fraudulent activity.

**“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.

**“Whistle Blower”** is a Director and/or an employee who makes a Protected Disclosure under this Policy and also referred in this policy as complainant.

#### **IV. INTERPRETATION**

Terms that have not been defined in this Policy shall have the same meaning assigned to them in the Companies Act, 2013, SEBI LODR Regulations and/or any other SEBI Regulation(s) as amended from time to time.

#### **V. SCOPE**

This Policy is an extension of the Code of Conduct. The Whistleblower’s role is that of reporting Protected Disclosure with reliable information. They are not required or expected to act as investigators or fact finders, nor would they determine the appropriate corrective or remedial action that may be warranted in a given case.

Whistleblowers should not act on their own in conducting any investigative activities, nor do they have a right to participate in any investigative activities other than as requested by the Chairman of the Audit Committee or the Investigators. Protected Disclosure will be appropriately dealt with by the Chairman of the Audit Committee or the investigators .

This Policy also covers events relating to breach of any of the Company’s Code or such other practices as may be mandated by the policy formulated by the human resources department of the Company if the respective policies/code does not provide for appropriate mechanism for breach of the same.

The Policy neither releases employees from their duty of confidentiality in the course of their work nor is it a route for taking up grievance about a personal situation.

## **VI. ELIGIBILITY**

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

## **VII. PROCEDURE**

All Protected Disclosures should be reported in writing by the Whistle Blower as soon as possible, not later than 30 days after he becomes aware of the same and should either be typed or written in legible handwriting in English addressed to the Chairman of the Audit Committee.

The Protected Disclosure should be submitted under a covering letter signed by the Whistle Blower in a closed and secured envelope and should be superscribed as “Confidential - Protected disclosure under the Whistle Blower policy” or sent through email with the subject “Confidential - Protected Disclosure under the Whistle Blower Policy”. If the complaint is not superscribed as mentioned above, the Protected Disclosure may be dealt with as if it were a normal disclosure.

All Protected Disclosures should be addressed to the Chairman of the Audit Committee of the Company.

The contact details of the Chairman of the Audit Committee are as under:-

**Designation:** Chairman - Audit Committee of Abans Enterprises Limited

**Address:** 36, 37, 38A, 227 Nariman Bhavan, 3rd Floor, Backbay Reclamation, Nariman Point, Mumbai - 400 021

**Email Id:** [ac.chairman@abansenterprises.com](mailto:ac.chairman@abansenterprises.com)

Protected Disclosures should be factual and not speculative or in the nature of a conclusion, and should contain as much specific information as possible to allow for proper assessment of the nature and extent of the concern and the urgency of a preliminary investigative procedure.

In order to protect the identity of the complainant, the Chairman of the Audit Committee will not issue any acknowledgement to the complainants and they are advised neither to write their name/address on the envelope nor enter into any further correspondence with the Chairman of the Audit Committee. Anonymous / Pseudonymous disclosure shall not be entertained by the Chairman of the Audit Committee.

On receipt of the protected disclosure, the Chairman of the Audit Committee shall detach the covering letter bearing the identity of the Whistle Blower and process only the Protected Disclosure.

## **VIII. INVESTIGATION**

All Protected Disclosures under this policy will be recorded and thoroughly investigated. The Chairman of the Audit Committee will carry out an investigation either himself/herself or by involving any other officer of the Company / Committee constituted for the same /an outside agency (under condition of confidentiality) before referring the matter to the Audit Committee of the Company.

The Audit Committee, if it deems fit, may call for further information or particulars from the complainant and at its discretion, and consider involving any other/additional Officer of the Company and/or Committee and / or an outside agency for the purpose of investigation.

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

If any member of the Audit Committee has a conflict of interest in any given case, then he/she should rescue himself/herself and the other members of the Audit Committee should deal with the matter on hand.

## **IX. DECISION AND REPORTING**

If an investigation leads to a conclusion that an improper, fraudulent or unethical act has been committed, the Chairman of the Audit Committee shall recommend to the Board of Directors of the Company to take such disciplinary or corrective action as it may deem fit. 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. The Chairman of the Audit Committee shall submit a report to the Audit Committee on a periodical basis about all Protected Disclosures referred to him/her since the last report together with the results of investigations, if any. A complainant who makes false allegations of unethical, fraudulent or improper practices or about alleged wrongful conduct of the Subject to the Chairman of the Audit Committee shall be subject to appropriate disciplinary action in accordance with the rules, procedures and policies of the Company.

## **X. CONFIDENTIALITY**

The complainant, the Chairman of the Audit Committee, Members of Audit Committee, the Subject and everybody involved in the fact finding 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 and keep the papers in safe custody.

## **XI. PROTECTION**

No unfair treatment will be meted out to a Whistle Blower by virtue of his/ her having reported a Protected Disclosure under this policy. Adequate safeguards against victimization of complainants shall be provided. The Company will take steps to minimize difficulties, which the Whistle Blower may experience as a result of making the Protected Disclosure.

The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. Any other employee assisting in the said investigation shall also be protected to the same extent as the Whistle Blower.

## **XII. DISQUALIFICATIONS**

While it will be ensured that genuine Whistle Blowers are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection will warrant disciplinary action. Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower knowing it to be false or bogus or with a mala fide intention. Whistleblowers, who make any Protected Disclosures, which have been subsequently found to be mala fide, frivolous, baseless, malicious, or reported otherwise than in good faith, will be disqualified from reporting further Protected Disclosures under this Policy. In respect of such Whistleblowers, the Company/Audit Committee would reserve its right to take/recommend appropriate disciplinary action.

## **XIII. ACCESS TO CHAIRMAN OF THE AUDIT COMMITTEE**

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

## **XIV. 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 minimum period of seven years or such other period as specified by any other law in force, whichever is more.

## **XV. OFFENCES AND PENALTIES**

Where the Audit Committee, at the time of examining the information submitted by the officials concerned, is of the opinion that the officials concerned, without any reasonable cause, has not furnished the information within the specified time or intentionally (mala fide) refused to submit the information or knowingly given incomplete, incorrect or misleading or false information or destroyed record or information which was the subject of the disclosure or obstructed in any manner in furnishing the information, it shall impose such penalty as it may deem fit depending upon the nature or fraud or unethical act done by that person.

Provided that no penalty shall be imposed against any person unless he has been given an opportunity of being heard.

## **XVI. AMENDMENT**

This Policy will be uploaded on the website of the Company namely, [www.abansenterprises.com](http://www.abansenterprises.com). The provisions of this Policy can be amended/ modified by the Board of Directors of the Company on the recommendation of the Audit Committee from time to time and all such amendments/modifications shall take effect from the date of approval/ review or such date that the Audit Committee/ Board may notify in this behalf..

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