

HYDRO S & S INDUSTRIES LIMITED

(A Kingfa Group Company)

Whistleblower Policy and Vigil Mechanism

HYDRO S & S INDUSTRIES LIMITED (HSSIL) has been committed to conduct its affairs in a fair and transparent manner in accordance with applicable laws.

Clause 49 of the Listing Agreement as amended with effect from October 01, 2014 inter alia provides that a listed company shall establish a Vigil Mechanism/Whistle Blower Policy for directors and employees to report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy and the mechanism shall provide for adequate safeguards against victimization of director(s)/ employee(s) who avail of the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases.

In compliance of the aforesaid Clause of the Listing Agreement, HSSIL has framed a Policy with the object of providing a mechanism for stakeholders of HSSIL to report their genuine concerns regarding violations of any legal or regulatory requirements of the applicable laws/clauses of the Code of Conduct of the Company. This Policy provides an avenue to various stakeholders of HSSIL viz. Directors, Employees, Suppliers, Contractors and Customers of the Company to point out concerns of any violation of legal or regulatory requirements, incorrect or misrepresentation of any financial statement, reports, disclosures etc. It is not necessary for the whistleblower to prove the veracity of an allegation but he needs to establish that there are adequate grounds for concern. Sufficient safeguards have been provided to ensure that the complainant is not harassed or victimized. Identity of the complainant will be protected and this is subject to legal constraints.

Complaints under this Policy from all the stakeholders except Directors of the Company may be addressed to Mr.N.K.Ramaswamy, Chief Executive Officer of HSSIL who has been authorized by the Board of Directors of the Company for purpose of receiving the complaints and ensuring appropriate action. His contact details are: Phone No.044-28529236, Mobile No.9500084841, Fax No.044-28520420, and E-mail id: ramaswamynk@hssil.com His contact address: Dhun Building, III Floor, 827, Anna Salai, Chennai – 600 002.

In case of complaints by directors, the complaint may be addressed to the Chairman of the Audit Committee of the Board of Directors. Chairman of the Audit Committee of HSSIL shall submit a report to the Board of Directors of the Company on a regular basis about complaints referred to him.

Complainants should mention their names as follow up action may not be possible unless the source of information is identified. Concerns expressed anonymously will not be investigated. Malicious allegation by employees will lead to disciplinary action.

HSSIL reserves its right to amend or modify this Policy at any time without assigning any reason whatsoever.
