

SAMBANDAM SPINNING MILLS LIMITED

Registered Office: Kamaraj Nagar Colony, P.B. No:1, Salem – 636 014

CIN : L17111TZ1973PLC000675; website : www.sambandam.com

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WHISTLE BLOWER POLICY

1 Preface

The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour. Towards this end, the Company has adopted the Sambandam Code of Conduct (“the Code”), which lays down the principles and standards that should govern the actions of the Company and its employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, would be a matter of serious concern for the Company. Role of the employees in pointing out such violations of the Code cannot be undermined.

2 Reporting Concerns

- a) Every employee of Sambandam Spinning Mills Limited is duty bound to promptly report to the management any actual or possible violation of the Code or an event he becomes aware of that could affect the business or reputation of the Company.
- b) This Whistle Blower Policy (herein after called ‘the Policy’) has been formulated with a view to provide a mechanism for the employees of the Company to approach the Ethics Counsellor / Chairman of the Audit Committee of the Company to report their concerns about such violations.
- c) This Policy is disclosed on the Company’s Website in accordance with the provisions of Sec.177 (9) & (10) of the Companies Act 2013 and clause 49 of the listing Agreement with the Stock Exchanges.

3 Definitions

Definitions of some of the key terms used in this Policy are given below. Capitalised terms not defined herein shall have the meaning assigned to them under the Code.

- a) **“Audit Committee”** means the Audit Committee constituted by the Board of Directors of the Company in accordance with Section 292A of the Companies Act, 1956 and Clause 49 of the Listing Agreement with the Stock Exchanges.
- b) **“Employee”** means every employee of the Company including the Directors in the employment of the Company.
- c) **“Ethics Counsellor”** means Sri G.Chennakesavan, Internal Auditor of the Company.
- d) **“Code”** means the Sambandam Code of Conduct.
- e) **“Investigators”** means those persons authorised, appointed, consulted or approached by the Ethics Counsellor/Chairman of the Audit Committee and includes the auditors of the Company and the police.
- f) **“Protected Disclosure”** means any communication made in good faith that discloses or demonstrates information that may evidence unethical or improper activity.
- g) **“Subject”** means a person against whom or in relation to whom a Protected Disclosure has been made or evidence gathered during the course of an investigation.
- h) **“Whistle Blower”** means an Employee making a Protected Disclosure under this Policy.

4 Scope

- a) This policy is an extension of the Sambandam Code of Conduct. The Whistle Blower's role is that of a reporting party with reliable information. They are not required or expected to act as investigators or finders of facts, nor would they determine the appropriate corrective or remedial action that may be warranted in a given case.
- b) Whistle Blowers should not act on their own in conducting any investigative activities and they do not have a right to participate in any investigative activities other than as requested by the Ethics Counsellor or the Chairman of the Audit Committee or the Investigators.
- c) Every Protected Disclosure will be appropriately dealt with by the Ethics Counsellor or the Chairman of the Audit Committee, as he deems it fit.

5 Eligibility

All Employees of the Company are eligible to make Protected Disclosures under the Policy. Protected Disclosures may be in relation to matters concerning the Company or any of the associates of the Company.

6 Procedure

- a) All Protected Disclosures concerning financial/accounting matters should be addressed to the Chairman of the Audit Committee of the Company for investigation.
- b) All other Protected Disclosures, should be addressed to the Ethics Counsellor of the Company.
- c) Protected Disclosures should be reported in writing so as to ensure a clear understanding of the issues raised and should either be typed or written in a legible handwriting in English or Tamil.
- d) *Contact details of the Chairman of the Audit Committee :*

Mr. P.S.Ananthanarayanan,
Ganesadaya,
Old No: 3, New No: 21,
Visveswarapuram Street,
Alwarpet, Chennai – 600 018.

Contact details of the Ethics Counsellor :

CA. G. Chennakesavan,
10/A-2, Rajaji Road,
Salem – 636 007.

- e) If a protected disclosure is received by an executive of the Company other than the Chairman of Audit Committee or the Ethics Counsellor, the same should be forwarded to the Company's Ethics Counsellor or to the Chairman of the Audit Committee for their attention to take necessary action. Appropriate care must be taken to keep the identity of the Whistle Blower confidential.
- f) Every Protected Disclosure should be forwarded under a covering letter which shall bear the identity of the Whistle Blower i.e the person forwarding the disclosure. The Chairman of the Audit Committee / Ethics Counsellor, as the case may be shall detach the covering letter and forward only the Protected Disclosure to the Investigators for investigation.
- g) 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 proper assessment of the nature and extent of the concern.
- h) For the purpose of providing protection to the Whistle Blower, the Whistle Blower should disclose his/her identity only in the covering letter forwarding such Protected Disclosure.

7 Investigation

- a) All Protected Disclosures reported under this Policy will be thoroughly investigated by the Ethics Counsellor / Chairman of the Audit Committee of the Company who will investigate / oversee the investigations under the authorization of the Audit Committee.
- b) The Ethics Counsellor / Chairman of the Audit Committee may at his discretion, consider involving any Investigators for the purpose of investigation.
- c) The decision to conduct an investigation taken by the Ethics Counsellor / Chairman of the Audit Committee is by itself not an accusation and the investigation is to be treated as a neutral fact-finding process. The outcome of the investigation may not support the conclusion of the Whistle Blower that an improper or unethical act was committed.
- d) The identity of the Subject and the Whistle Blower will be kept confidential to the extent possible given the legitimate needs of the law and the investigation.
- e) Subjects will normally be informed of the allegations at the outset, before commencing a formal investigation and will be given opportunities for providing their inputs during the investigation.
- f) Subjects shall have a duty to co-operate with the Ethics Counsellor / Chairman of the Audit Committee or any of the Investigators during investigation to the extent that such co-operation will not compromise self-incrimination protections available under the applicable laws.
- g) Subjects have a right to consult with a person or persons of their choice, other than the Ethics Counsellor / Investigators and/or members of the Audit Committee and/or the Whistle Blower. Subjects shall be free at any time to engage counsel at their own cost to represent them in the investigation proceedings. However, if the allegations against the subject are not sustainable, then the Company may see reason to reimburse such costs.
- h) Subjects 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 Subjects.
- i) Unless there are compelling reasons not to do so, subject will be given the opportunity to respond to material findings contained in an investigation report. No allegation of wrongdoing against a Subject shall be considered as maintainable unless there is good evidence in support of the allegation.
- j) Subjects have a right to be informed of the outcome of the investigation. 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,
- k) The investigation shall be completed normally within 45 days of receipt of the Protected Disclosure.

8 Disqualification

- a) 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.
- b) 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.
- c) Whistle Blowers, who make any Protected Disclosure, which has been subsequently found to be mala fide or malicious and Whistle Blowers who make 3 or more Protected Disclosures, which have been subsequently found to be frivolous, baseless or reported otherwise than in good faith, will be disqualified from reporting any further Protected Disclosure under this Policy.

9 Protection

- a) No unfair treatment will be meted out to a Whistle Blower by virtue of his/her having reported a Protected Disclosure under this Policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistle Blowers. Complete protection will, therefore, be given to the Whistle Blowers against any unfair practice like retaliation, threat, intimidation, termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like, including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties/functions including making further Protected Disclosures. The Company will take steps that are necessary to minimize any difficulty, which the Whistle Blower may experience as a result of his making the Protected Disclosure. Thus, if the Whistle Blower is required to give evidence in criminal or disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure, etc.
- b) A Whistle Blower may report any violation of the above clause to the Chairman of the Audit Committee, who shall investigate into the same and recommend suitable action to the management.
- c) Identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law.
- d) Any other Employee assisting in the said investigation shall also be protected to the same extent as the Whistle Blower.

10 Investigators

- a) Investigators are required to conduct a process towards fact-finding and analysis. Investigators shall derive their authority and access rights from the Ethics Counsellor / Chairman of the Audit Committee when acting within the course and scope of their investigation.
- b) Technical and other resources may be drawn upon as necessary to augment the investigation. All Investigators shall be independent and unbiased both in fact and as perceived. Investigators have a duty of fairness, objectivity, thoroughness, ethical behaviour, and observance of legal and professional standards.
- c) Investigations will be launched only after a preliminary review by the Chairman of the Audit Committee or the Ethics Counsellor, as the case may be, which establishes that:
 - i. the alleged act constitutes an improper or unethical activity or conduct,

and
 - ii. the allegation is supported by information specific enough to be investigated or in cases where the allegation is not supported by specific information, it is felt that the concerned matter is worthy of management review. However, such investigation should not be undertaken as an investigation of an improper or unethical activity or conduct.

11 Decision

If an investigation leads the Ethics Counsellor / Chairman of the Audit Committee to conclude that an improper or unethical act has been committed, the Ethics Counsellor / Chairman of the Audit Committee shall recommend to the management of the Company to take such disciplinary or corrective action as the Ethics Counsellor / Chairman of the Audit Committee 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.

12 Reporting

The Ethics Counsellor shall submit a report to the Chairman of the Audit Committee on a regular basis about all Protected Disclosures referred to him since the last report together with the results of investigations, if any.

13 Retention of documents

All Protected Disclosures in writing and the documents connected with that together with the results of the investigation relating thereto shall be retained by the Company for a minimum period of seven years.

14 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 unless the same is notified to the Employees in writing.

Place : Salem

Date : 6th November 2014

By Order of the Board of Directors

Sambandam Spinning Mills Limited