



BLUE BLENDS (INDIA) LIMITED

CIN: L17120MH1981PLC023900

JBF House, 2nd Floor,
Old Post Office Lane,
Kalbadevi Road,
Mumbai - 400 002. (India)

BLUE BLENDS (INDIA) LIMITED

***VIGIL MECHANISM AND
WHISTLE-BLOWER POLICY***



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VIGIL MECHANISM AND WHISTLE-BLOWER POLICY

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1. INTRODUCTION

- 1.1 Blue Blends (India) Limited (herein referred as, “The Company”) is committed to conducting business with integrity, including in accordance with all applicable laws and regulations. The Company’s expectations with respect to business ethics are contained in the Code of Business Conduct and Ethics (the “Code of Conduct”).
- 1.2 Employees are required to report actual or suspected violations of applicable laws and regulations and the Code of Conduct, and the Company has an obligation to ensure that there is a procedure in place to enable the reporting of such violations.

2. SCOPE AND EXCLUSIONS

- 2.1 This Vigil Mechanism and Whistle-blower Policy (the “Policy”) sets out the procedure to be followed when making a disclosure.
- 2.2 This Policy applies to all Employees, regardless of their location. Violations will result in appropriate disciplinary action. The employees are required to familiarize themselves with this Policy, and seek advice from the HR if any questions arise.

3. TERMS AND DEFINITIONS

- 3.1 **“Audit Committee”** means the committee constituted by the Board of Directors of Blue Blends (India) Limited in accordance with Section 177 of the Companies Act 2013, which has responsibility for supervising the development and implementation of this Policy.
- 3.2 **“Code of Conduct”** means the Code of Business Conduct and Ethics.
- 3.3 **“Employee”** means any employee or director of the Company.
- 3.4 **“Protected Disclosure”** means the disclosure of a Reportable Matter in accordance with this Policy.
- 3.5 **“Reportable Matter”** means a genuine concern concerning actual or suspected:
- i. fraudulent practices, such as improperly tampering with the Company books and records, or theft of company property;
 - ii. corruption, including bribery and money laundering;
 - iii. breaches of the Code of Conduct.

Please note that complaints concerning personal grievances, such as professional development issues or Employee compensation, are not Reportable Matters for purposes of this Policy.



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3.6 “Whistle-blower” means any Employee who makes a Protected Disclosure under this Policy.

4. POLICY

4.1 RESPONSIBILITY TO REPORT

Employees are required to make a Protected Disclosure as soon as they become aware of a Reportable Matter. Such disclosures should be submitted promptly, following the reporting procedure outlined in Section 4.2 below. The role of a Whistle-blower is strictly limited to making a Protected Disclosure. A Whistle-blower must not conduct investigations related to the Reportable Matter or participate in deciding any corrective actions that may result from the disclosure.

4.2 REPORTING MECHANISM

4.2.3 We encourage all Employees and Third Parties to promptly report any concerns or suspected violations of Company policies, applicable laws, fraud, or other irregularities, without fear of retaliation. If you are unsure whether an act constitutes a violation or have any related queries, please contact the Compliance Officer. Reports can be submitted to the Compliance Officer through the following channels:

- email to blueblends05@gmail.com ; or
- Dropbox/Letter- JBF House, 2nd Floor, Old Post Office Lane, Kalbadevi Road, Mumbai, Maharashtra, 400002.

4.2.4 Moreover, in exceptional cases, Employees have a right to make Protected Disclosures directly to the Chairman of the Audit Committee as follows:

- email to blueblends.ho@gmail.com ; or
- Dropbox/Letter- JBF House, 2nd Floor, Old Post Office Lane, Kalbadevi Road, Mumbai, Maharashtra, 400002.

4.2.5 To enable the proper investigation of any Reportable Matter, a Protected Disclosure should include as much information as possible concerning the Reportable Matter. To the extent possible, the following information should be provided:

- a) the nature of the Reportable Matter (for example, if the Reportable Matter concerns an alleged violation of the Code of Conduct, please refer to the provision of the Code of Conduct that is alleged to have been violated);
- b) the names of the Employees to which the Reportable Matter relates (for example, please provide the name of the business unit that is alleged to have violated the Code of Conduct);



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- c) the relevant factual background concerning the Reportable Matter (for example, if the Reportable Matter concerns a violation of the Code of Conduct, please include information about the circumstances and timing of the violation); and

4.2.6 To enable further investigation of Reportable Matters, Whistle-blowers are strongly encouraged to provide their name and contact details whenever they make a Protected Disclosure under this Policy.

4.2.7 All Protected Disclosures are taken seriously and will be promptly scrutinized and investigated by the Company in accordance with the Guidance on Responding to Protected Disclosures.

4.3 PROTECTION OF WHISTLE-BLOWERS:

4.3.1 If a Whistle-blower does provide his or her name when making a Protected Disclosure, the Company will treat as confidential the identity of the Whistle-blower and the fact that a Protected Disclosure has been made, except as otherwise required by law and to the extent possible while allowing an investigation to proceed.

4.3.2 A Whistle-blower may make a Protected Disclosure without fear of retaliation or intimidation. The Company prohibits its Employees from engaging in retaliation or intimidation that is directed against a Whistle-blower. Employees who engage in retaliation or intimidation in violation of this Policy will be subject to disciplinary action, which may include dismissal from employment.

4.3.3 If a Whistle-blower has been found to have made a deliberately false Protected Disclosure that Whistle-blower may be subject to disciplinary action, which may include dismissal.

4.4 ROLE OF THE AUDIT COMMITTEE

4.4.1 The Audit Committee is responsible for supervising the development and implementation of this Policy. The Audit Committee shall periodically review the Policy to consider whether amendments are necessary, and, if so, it shall communicate any such amendments to all Employees as soon as possible.

4.4.2 The Audit Committee shall have responsibility for coordinating the investigation of any serious Protected Disclosures concerning the alleged violation of laws or regulations that apply to the Company.



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4.5 CONFLICTS OF INTEREST

Where a Protected Disclosure concerns any member of the Audit Committee, that member of the Audit Committee shall be prevented from acting in relation to that Protected Disclosure. In case of doubt, the Chairman of the Board of Directors shall be responsible for determining whether a member of the Audit Committee must recuse himself or herself from acting in relation to a Protected Disclosure.

4.6 MANDATORY ACCESS AND DISCLOSURE

Direct Access: Every Whistle-blower has the right to directly contact the Chairperson of the Audit Committee in all cases. Access is not limited to "exceptional" circumstances.

Annual Reporting: The Company shall disclose the details of the establishment of this Vigil Mechanism in its annual Board's Report.

Protection of Rights: The Company affirms that it will not deny any employee or director access to the Audit Committee and will provide protection to the whistle-blower from any unfair treatment or victimization.