

MADRAS FERTILIZERS LIMITED  
MANALI, CHENNAI - 68

WHISTLE BLOWER POLICY ON THE BASIS OF GOVERNMENT OF INDIA  
RESOLUTION ON PUBLIC INTEREST DISCLOSURES &  
PROTECTION OF INFORMER (PIDPI)

OBJECTIVES

The Government of India has authorized the Central Vigilance Commission (CVC), as the Designated Agency to receive written complaints for disclosure on any allegation of corruption for misuse of office and recommend appropriate action.

Madras Fertilizers Limited (MFL), being a Public Sector Undertaking (PSU) established under the Companies Act 1956 is coming under the jurisdiction of the CVC for the said purpose.

MFL endeavors to work against corruption in all its forms, including demanding and accepting bribe, illegal gratification or unjust rewards and appropriate provisions have been incorporated in the Conduct, Discipline and Appeal Rules/Standing orders applicable to employees.

In pursuance with the above objective and the best practices of Corporate Governance, Board of Directors of MFL has decided to frame a "Whistle Blower Policy" to ensure greater transparency in all aspects of the MFL's functioning, by formulating a procedure for persons to bring to the attention of MFL, incidents of improper activities without fear of victimization.

POLICY STATEMENT

All concerned are hereby informed that any complaint which is to be made under PIDPI should comply with the following aspects:-

- i) The complaint should be in a closed / secured envelope.
- ii) The envelope should be addressed to Secretary, Central Vigilance Commission and should be super scribed "Complaint under The Public Interest Disclosure". If the envelope is not super scribed and closed, it will not be possible for the Commission to protect the complainant under the above resolution and the complaint will be dealt with as per the normal complaint handling policy of the Commission. The complainant should give his/her name and address in the beginning or end of complaint or in an attached letter.
- iii) Commission will not entertain anonymous / pseudonymous complaints.

- iv) The text of the complaint should be carefully drafted so as not to give any details or clue as to his/her identity. However, the details of the complaint should be specific and verifiable.
- v) In order to protect identity of the person, the Commission will not issue any acknowledgement and the whistle-blowers are advised not to enter into any further correspondence with the Commission in their own interest. The Commission assures that, subject to the facts of the case being verifiable; it will take the necessary action, as provided under the Government of India Resolution mentioned above. If any further clarification is required, the Commission will get in touch with the complainant.

A copy of the public notice issued by the CVC in relation to the above mentioned Resolution is enclosed. A copy of the same is also available on the website of the <http://www.cvc.nic.in>.

Complaints under the PIDPI Resolution must be sent directly to the CVC, New Delhi, as a PSU is not empowered to handle them.

Company can also take action against complainants making motivated/vexatious complaints under this policy.

Amendment

This Policy can be changed, modified or abrogated at any time by the Board of Directors of MFL.

#### IMPLEMENTATION OF THE POLICY

A copy of the Policy shall be displayed at Registered Corporate Office/Regional Offices (RO)/Branches of MFL at a prominent place inside the Office premises, where customers / general public frequent