

## WHISTLE BLOWER POLICY

The Company has formulated a Whistle Blower Policy (the Policy) in compliance with the Companies Act 2013 and Listing agreement, to enable employees, customers, agents, dealers, suppliers and other vendors that conduct business with Zuari Agro Chemicals Limited (ZACL) to raise concerns about unethical behavior, actual or suspected fraud or violation of the Company's code of conduct or ethics policy.

Under the Policy, the concerns/ complaints pertaining to General Managers, Chief General Manager, Vice Presidents, Presidents (employees within the grade of M0-M1) should be raised before the Chairman of Audit Committee and concerns against other Employees should be addressed to the Ombudsperson.

The Policy also provides for adequate safeguards against victimization of persons who use such mechanism and provides for direct access to the chairperson of the Audit Committee in appropriate and exceptional cases.

The Company has designated the Company Secretary, Mr. R. Y. Patil as the Ombudsperson and has created the following email accounts for facilitating the raising of such concerns.

Chairman of Audit Committee- [cmauditcommittee@adventz.com](mailto:cmauditcommittee@adventz.com)

Ombudsperson- [ombudsperson@adventz.com](mailto:ombudsperson@adventz.com)

The Company aims to propagate a culture for maintaining highest standard of conduct and professionalism and therefore this Policy is implemented in furtherance of the Code of Conduct of the Company.