



**YUKEN INDIA LIMITED**

CIN: L29150KA1976PLC003017

Regd. Office: No. 16-C, Doddanekundi Industrial Area, II Phase, Mahadevapura, Bengaluru - 560 048.

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**WHISTLE BLOWER POLICY / VIGIL MECHANISM**

Approved by the Board of Directors at their meeting held on February 13, 2026



## 1. Purpose

The purpose of this Policy is to provide a framework for employees and directors of **Yuken India Limited** (“the Company”) to report genuine concerns about unethical behavior, actual or suspected fraud, violation of law or Company’s Code of Conduct, without fear of retaliation or victimisation. This Policy is framed in accordance with:

- Section 177 of the Companies Act, 2013; and
  - Regulation 22 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
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## 2. Scope

This Policy covers:

- Employees (permanent, contractual, trainees) and Directors of the Company;
  - Concerns involving unethical behavior, fraud, violation of law/regulations, mismanagement, financial irregularities, and leak or suspected leak of unpublished price sensitive information (UPS); and
  - Any other irregularity which may adversely impact the interests of the Company or its stakeholders.
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## 3. Definitions

- **Whistle Blower / Complainant:** A person making a Protected Disclosure under this Policy.
  - **Protected Disclosure:** Written communication of a concern that demonstrates or evidences unethical or illegal conduct, made in good faith.
  - **Investigators:** Persons authorized to investigate the Protected Disclosures.
  - **Audit Committee:** The Committee constituted by the Board under SEBI LODR.
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## 4. Reporting Mechanism

The Whistle Blower should make a Protected Disclosure in writing to the Compliance Officer or directly to the Chairperson of the Audit Committee in exceptional cases.

Disclosures should preferably be signed and accompanied by supporting evidence.

Anonymous disclosures may be considered at the discretion of the Audit Committee, if supported by adequate information.

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## 5. Investigation

- All Protected Disclosures will be reviewed by the Audit Committee or a designated Investigator.
  - The Investigator will carry out a fair and unbiased investigation, maintaining confidentiality.
  - The Audit Committee may involve external experts, if necessary.
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## 6. Protection and Confidentiality

- The identity of the Whistle Blower and information provided will be kept confidential to the extent possible.
  - No retaliation, harassment, or victimization will be taken against any Whistle Blower for reporting in good faith.
  - Any form of retaliation against the Whistle Blower will be a violation of this Policy and may result in disciplinary action.
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## 7. Reporting to Audit Committee

- A summary report of all Protected Disclosures and the outcome of investigations shall be placed before the Audit Committee periodically.
  - The Audit Committee will ensure appropriate action is taken, and follow-ups are reported.
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## 8. Disclosure

This Policy and its details shall be:

- Hosted on the Company's website as required under Regulation 46 of SEBI LODR; and
  - Disclosed in the Corporate Governance section of the Annual Report, including an affirmation that no employee has been denied access to the Audit Committee.
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## 9. Review & Amendment

This Policy may be amended or modified by the Board on the recommendation of the Audit Committee to reflect changes in law and good corporate governance practices.