

## Summary of KMC Speciality Hospitals (India) Limited Vigil Mechanism

KMC Speciality Hospitals (India) Limited has implemented a Vigil Mechanism in compliance with the requirements of Section 177 of the Companies Act, 2013 and Clause 49 of the Listing Agreement.

Following is a summary, highlighting the features of the Whistle Blower Policy that comprises the Vigil Mechanism.

1. Under the Whistle Blower Policy ('the Policy'), Employees and Directors of the Company can report genuine concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct & Ethics, without fear of punishment for such disclosure or unfair treatment.
2. To complaints received under the Whistle Blower Policy shall be placed before the Audit Committee for its consideration and recommendations to the Management. A dedicated email id has been designated for this purpose and communicated to the employees.
3. The Policy covers all malpractices and all unethical, illegal or improper activities including but not limited to the following matters:
  - a. Abuse of authority
  - b. Financial irregularities including fraud or suspected fraud
  - c. Pilferation of confidential / proprietary information
  - d. Misappropriation of company funds / property
  - e. Breach of Code of Conduct & Ethics Policy
  - f. Sexual Harassment
  - g. Negligence causing substantial and specific danger to public health and safety
  - h. Any other unethical or immoral or illegal events
4. The Policy provides for protection of whistle blowers against unfair treatment.
5. Investigations shall be carried out in an unbiased manner.
6. The Policy contains provisions for disciplinary action against malafide or malicious complaints.

The nodal person to receive the complaint will be Mr A Thanikainathan, Company Secretary  
Email id [advocacy@kmcspecialityhospital.in](mailto:advocacy@kmcspecialityhospital.in)