



Lucid Colloids Limited

Registered & Corporate Office:

401A Navbharat Estates, Zakaria Bunder Road, Sewri West, Mumbai 400015, India.

Tel: +91-22-24158059 | Email: admin@lucidcolloids.com

Company Identification Number: U24311MH1996PLC099800

WHISTLE BLOWER POLICY

Lucid Colloids Limited is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment.

This policy statement applies to all permanent and temporary employees, agents, and contractors.

- The Whistleblower should promptly report the suspected or actual event of any violation in systems related to **product safety, integrity, quality, and legality, unsafe or out-of-specification product or raw materials, fraud, corruption, bribery or other malpractice which could lead to a financial loss to the company** to his/her supervisor.
- If the Whistleblower would be uncomfortable or otherwise reluctant to report to his/her supervisor, then the Whistleblower could report the event to the next highest or another level of management, including an appropriate Board committee or member.
- The Whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another person or the organizations reputation.
- Anyone who retaliates against the Whistleblower (who reported an event in good faith) will be subject to discipline, including termination of employee status. Supervisors, managers and/or Board members who receive the reports must promptly act to investigate and/or resolve the issue.
- The Whistleblower shall receive a report within five business days of the initial report, regarding the investigation, disposition or resolution of the issue.
- The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement.
- A Whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of the Board or employee relationship, or other legal means to protect the reputation of the organization and members of its Board and staff.
- Crimes against person or property, such as assault, burglary, etc., should immediately be reported.

For reporting use suggestion Box or Contact at below details:

- **Mr. Anil Hargile (9769820014)-President Operations**
- **Mr. Sunil Pawar (9909660044)- Vice President Operations**
- **Mr. Anil Jain (9314760032)- General Manager Production/FSTL**


Mr. Uday Merchant
Managing Director