



**STERLITE ELECTRIC LIMITED<sup>1</sup>**

**VIGIL MECHANISM / WHISTLE BLOWER POLICY\***

**Owner:**

Corporate Secretarial Department

**Issue Date:**

August 16, 2021

**Version:**

Vigil Mechanism / Whistle Blower Policy - 2.0

\*The Policy, to the extent they are applicable to an un-listed public company, shall become applicable from the date of its approval by the Committee/Board, as the case may be. Post listing of the equity shares of the Company with the Stock Exchange(s), the policies would become fully applicable to the Company.

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<sup>1</sup> The name of the Company was changed from Sterlite Power Transmission Limited to Sterlite Electric Limited with effect from April 15, 2025, vide special resolution passed by the Members/Shareholders on January 25, 2025.

## VIGIL MECHANISM / WHISTLEBLOWER POLICY

### Complaints and the Investigation Procedures

The following procedures (vigil mechanism) have been adopted by the Board of Directors of Sterlite Electric Limited (*formerly known as Sterlite Power Transmission Limited*) (the “Company”) to govern the receipt, retention, and treatment of Complaints and to protect the confidential, anonymous reporting of the same. These policies and procedures apply to and are available to all directors, employees of the Company, its subsidiaries and all external stakeholders.

#### I. POLICY

Directors and Employees have the opportunity to submit / report ‘Complaints’ pertaining to the following areas such as:

- a) fraud (an act of willful misrepresentation which would affect the interests of the concerned) against investors, securities fraud, mail or wire fraud, bank fraud, or fraudulent statements to the Securities and Exchange Board of India (the “SEBI”), the relevant stock exchanges, any other relevant authority or members of the investing public.
- b) violations of any rules and regulations applicable to the Company and related to accounting, internal accounting controls and auditing matters
- c) intentional error or fraud in the preparation, review or audit of any financial statement of the Company
- d) any violations to the Company’s ethical business practices as specified in the Company’s Code of Conduct policy
- e) any other event which would affect the interests of the business

The Company will protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review. External stakeholders such as vendors, customers, business partners etc. have the opportunity to submit ‘Complaints’; however, the Company is not obligated to keep ‘Complaints’ from non employees confidential or to maintain the anonymity of non-employees. We encourage individuals sending ‘Complaints’ / raising any matter to identify themselves instead of sending anonymous ‘Complaints’ as it will assist in an effective complaint review process.

The Company will also provide for adequate safeguards against victimization of employees who avail of the mechanism and will get opportunity of being heard by the Chairman of the Audit Committee, if aggrieved of any action under this Policy.

Post review, if the ‘Complaint’ is found to be have been made with *mala fide* intention or in case of repeated frivolous complaints, stringent action will be taken against the complainant including reprimand. We encourage employees to report genuine ‘Complaints’ in good faith.

## II. PROCEDURES

### Receipts of Complaints

All the 'Complaints' under this policy should be reported to the Group Head - Management Assurance, who is independent of operating management and businesses. The contact details are as follows:

Group Head – Management Assurance,  
Vedanta, 75 Nehru Road  
Vile Parle (E), Mumbai 400 099  
Tel No. +91- 22 – 6646 1000  
Fax No. +91- 22 – 6646 1450

'Complaints' can also be sent to the designated E-Mail ID: [stl.whistleblower@vedanta.co.in](mailto:stl.whistleblower@vedanta.co.in); the custodian of E-Mail ID will be Group Head – Management Assurance. If a 'Complaint' is received by any other executive of the Company, the same should be forwarded to the Group Head – Management Assurance at the above address.

### Treatment of Complaints

1. Group Head - Management Assurance shall review the 'Complaint', and may investigate it himself or may assign another employee, any committee, outside counsel, advisor, expert or third party service provider to investigate, or assist in investigating the 'Complaint'. Director - Management Assurance may direct that any individual assigned to investigate a 'Complaint' work at the direction of or in conjunction with Director - Management Assurance or any other attorney in the course of the investigation.
2. The person/persons against or in relation to whom the 'Complaint' is made shall co-operate with the investigator and have the right to provide their inputs during the investigation
3. At least once in every six months and whenever else as deemed necessary, Director - Management Assurance shall submit a report to the Audit Committee and any other member of Company management that the Audit Committee directs to receive such report, that summarizes each 'Complaint' made within the last 12 months and shows specifically: (a) the complainant (unless anonymous, in which case the report will so indicate), (b) a description of the substance of the 'Complaint', (c) the status of the investigation, (d) any conclusions reached by the investigator, and (e) findings and recommendations.

#### **Access to Reports and Records and Disclosure of Investigation Results**

All reports and records associated with 'Complaints' are considered confidential information and access will be restricted to members of the Audit Committee, Director – Management Assurance and any other person as permitted by the Director – Management Assurance. 'Complaints' and any resulting investigations, reports or resulting actions will generally not be disclosed to the public except as required by any legal requirements or regulations or by any corporate policy in place at that time.

#### **Retention of Records**

All documents relating to such 'Complaint's made through the procedures outlined above shall be retained for at least five years from the date of the 'Complaint' or such other period as may be prescribed under applicable law, after which the information may be destroyed unless the information may be relevant to any pending or potential litigation, inquiry, or investigation, in which case the information will be retained for the duration of that litigation, inquiry, or investigation and therefore as necessary.

#### **Amendment to the policy**

The Company reserves its right to amend or modify this Policy in whole or in part, at any time without assigning any reason whatsoever and the same will be posted on the Company website and in the Board's Report.

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