

# **VIGIL MECHANISM/ WHISTLE BLOWER POLICY**



## **SONATA FINANCE Pvt. Ltd.**

Regd. Office:- II Floor, CP 1, PG Tower, Kursi Road, Vikas Nagar,  
Lucknow- 226022, Uttar Pradesh, India

CIN: - U65921UP1995PTC035286

Tel. No. 0522 2334900

Website: [www.sonataindia.com](http://www.sonataindia.com)

Email: [info@sonataindia.com](mailto:info@sonataindia.com)

## WHISTLE BLOWER POLICY

### 1. Preface

- 1.1 The Companies Act, 2013 mandates every listed company and such other class of companies, as may be prescribed, to establish a vigil mechanism/Whistle Blower for directors and employees to report genuine concerns in such manner as may be prescribed.
- 1.2 The amended Clause 49 of the Listing Agreement with Stock Exchanges also, inter alia, contains similar requirement for establishment of a Vigil Mechanism termed 'Whistle Blower Policy' for directors and employees to report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy.
- 1.3 Considering the applicability of Section 177(9) of the Companies Act, 2013 and also Clause 49 of the Listing Agreement with Stock Exchanges, the **Sonata Finance Pvt. Ltd.** (*hereinafter referred to as the "Company" or "Sonata"*) has formulated this Vigil Mechanism/Whistle Blower Policy in compliance thereto.

### 2. Objective of the Policy

- 2.1 Sonata believes in conducting all affairs of its constituents in fair and transparent manner, by adopting the highest standards of professionalism, honesty, integrity and ethical behaviour.
- 2.2. The company is committed to developing a culture where it is safe for all employees and Directors to raise concerns about any poor or unacceptable practice and any event of misconduct.
- 2.2 Towards this end, the company has adopted a Code of Conduct for Directors and Employees ("the Code"), which lays down the principles and standards that should govern the actions of the Company, its directors and employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, is a matter of serious concern for the Company.
- 2.3 Accordingly, this Vigil Mechanism/ Whistle Blower Policy ("the **Policy**") has been formulated with a view to provide a mechanism for employees of the Company to approach **Head of Internal Audit Department** (*hereinafter referred to as the "Vigilance Officer"*) of the Company and Chairman of Audit Committee in appropriate or exceptional cases. The directors of the Company can report their genuine concern directly to Chairman of Audit Committee, formed by Board of Directors of the Company.
- 2.4 This policy would also help to create an environment where employees/Directors feel free and secure to raise the alarm where they see a problem. It will also ensure that whistle blowers are protected from retribution, whether within or outside the organisation.
- 2.5 The policy is not a route for taking up a grievance about a personal situation.

### 3. Definitions

- 3.1 **“Alleged wrongful conduct” shall** mean violation of applicable laws to the Company, Infringement of Company’s rules, misappropriation of monies, substantial and specific danger to public health and safety non-adherence to the Code or abuse of authority.
- 3.2 **“Audit Committee”** means a Committee constituted by the Board of Directors of the Company in accordance with the provisions of the Listing Agreement and the Companies Act, 2013
- 3.2. **“Board”** means the Board of Directors of the Company.
- 3.3. **“Code”** means The Code of Conduct for Directors and Employees adopted by the Company, enclosed as **Annexure 1**
- 3.4. **“Company”** means **“Sonata Finance Private Limited”** a Company registered under the provisions of the Companies Act, 1956 having its registered office at II Floor, CP-1, PG Towers, Kursi Road, Vikas Nagar, Lucknow-226026 (Uttar Pradesh) and all its offices/divisions
- 3.5. **“Employee”** means every employee of the Company, including the Managing Directors in the employment of the Company.
- 3.6. **“Directors”** means a Director other than Managing Director or Executive Director of the Board of the Company.
- 3.7. **“Disciplinary Action”** means any action that can be taken on the completion of /during the investigation proceedings including but not limiting to a warning, imposition of fine, suspension from official duties or any such action as is deemed to be fit considering the gravity of the matter.
- 3.8. **“Protected Disclosure”** means any communication made in good faith that discloses or demonstrates an intention or evidence of an ongoing spurious / unethical activity or any condition that may preempt occurrence of such activities
- 3.9. **“Subject”** means a person against or in relation to whom a Protected Disclosure has been made or evidence gathered during the course of an investigation.
- 3.10. **“Vigilance Officer”** means an officer appointed to receive protected disclosures from Whistle Blower, maintaining records thereof, placing the same before the Audit Committee for its disposal and informing the Whistle Blower the result thereof.
- 3.11 **“Whistle Blower”** means an employee/director or group of employees/director(s) who makes a Protected Disclosure under this policy and also referred in this policy as complainant.

#### 4. The Guiding Principles

To ensure that this Policy is adhered to, and to assure that the concern will be acted upon seriously, the Company will:

- 4.2. Ensure that the Whistle Blower and/or the person processing the Protected Disclosure is not victimized for doing so;

- 4.3. Treat victimization as a serious matter including initiating disciplinary action on such person/(s);
- 4.4. Ensure complete confidentiality;
- 4.5. Not attempt to conceal evidence of the Protected Disclosure;
- 4.6. Take disciplinary action, if any one destroys or conceals evidence of the Protected Disclosure made/to be made;
- 4.7. Provide an opportunity of being heard to the persons involved especially to the Subject.

## **5. Coverage of Policy**

- 5.2. The Policy covers malpractices and events which have taken place/ suspected to take place involving:
  - a) Alleged wrongful conduct
  - b) Abuse of authority
  - c) Breach of contract
  - d) Negligence causing substantial and specific danger to public health and safety
  - e) Manipulation of company records/data
  - f) Financial irregularities including fraud or suspected fraud
  - g) Criminal offence
  - h) Pilferation of confidential/propriety information
  - i) Wastage/misappropriation of company funds/assets
  - j) Breach of employee Code of Conduct or Rules
  - k) Accepting or seeking anything of material value from clients or related organisations
  - l) Mistreatment of clients of the Company
  - m) Indicates any incident/possible incident of sexual harassment at workplace
  - n) Deliberate violation of law/regulation including Insider Trading;
  - o) Any other unethical, biased, favoured, imprudent event
- 5.3. Policy should not be used in place of the Company grievance procedures or be a route for raising malicious or unfounded allegations against colleagues.

## **6. Disqualification**

The following instances would constitute a violation of the Vigil Mechanism /Whistle blower Policy.

- 6.1 Bringing to light personal matters regarding another person, which are in no way connected to the organization
- 6.2. While it will be ensured that genuine Whistle Blowers are accorded complete protection from any kind of unfair treatment as herein set out, any abuse of this protection will warrant disciplinary action and would be taken up with utmost sternness.

- 6.3. Protection under this Policy would not mean protection from disciplinary action arising out of false or bogus allegations made by a Whistle Blower knowing it to be false or bogus or with a mala fide intention.
- 6.4. Whistle Blowers, who make any Protected Disclosures, which have been subsequently found to be mala fide or malicious or Whistle Blowers who make 2 or more Protected Disclosures, which have been subsequently found to be frivolous, baseless or reported otherwise than in good faith, will be disqualified from reporting further Protected Disclosures under this Policy and action will be initiated against him/her.
- 6.5. Actions against such violations could range in their severity, if necessary even extending up to termination of one's employment/ contract/ association with the organization.

## 7. Eligibility

All employees of the Company including Directors are eligible to make Protected Disclosures under the Policy in relation to matters concerning the Company

## 8. Access to Chairman of the Audit Committee

The Whistle Blower shall have right to access Chairman of the Audit Committee directly in exceptional cases and the Chairman of the Audit Committee is authorized to prescribe suitable directions in this regard.

## 9. Procedure

- 9.1 Whistle Blowers can make Protected Disclosure to the Vigilance Officer as soon as possible but not later than **30 consecutive days** after becoming aware of the same, in the format prescribed under **Annexure 2** of the Policy. Vigilance Officer will inform the CEO about the complaint. The Protected Disclosure should be factual and neither speculative nor in the nature of a conclusion and should contain as much specific information as possible to allow for proper assessment of the nature and extent of the concern.
- 9.2. All Protected Disclosures against Employees (except Vigilance Officer) should be addressed to the Vigilance Officer of the Company or to the Chairman of the Audit Committee in appropriate or exceptional cases.

### **The contact details of the Vigilance Officer is as under:**

Mr. Tarun Kumar Shrivastava  
Head, Internal Audit Department  
Sonata Finance Pvt. Ltd.  
II Floor, CP-1, PG Towers, Kursi Road,  
Vikas Nagar, Lucknow- 226022 (UP)  
Email: - [tarun.shrivastava@sonataindia.com](mailto:tarun.shrivastava@sonataindia.com)  
Contact No. +91 8400 333 781

### **And email Id of Chairman of the Audit Committee is as under:**

[cac@sonataindia.com](mailto:cac@sonataindia.com)

VIGIL MECHANISM POLICY  
SONATA FINANCE PRIVATE LIMITED

- 9.3. If the Protected Disclosure is against Vigilance Officer or CEO or any Director of the Company than it should be reported to the Chairman of the Audit Committee for investigation and in case, if the complaint is against the Chairman of the Audit Committee, it should be reported to Chairman of the Board of the Company.
- 9.4. If initial enquires by Vigilance Officer or CEO or Chairman of Audit Committee or Board as the case may be indicate that the concern has no basis, or it is not a matter to be investigation pursued under this policy, it may be dismissed at this stage and the decision is documented.
- 9.5. Where initial enquires indicate that further investigation is necessary, this will be carried through either by the Vigilance Officer or CEO alone, or by Committee nominated by Vigilance Officer or/and CEO for this purpose. The investigation would be carried out in a fair manner, as a neutral fact-finding process and without presumption of guilt. A written report of the findings would be made by Vigilance Officer/Committee.
- 9.6. Name of the Whistle Blower shall not be disclosed by Vigilance Officer/Committee unless otherwise required under any law or regulation or by a competent court of law.
- 9.10 The Vigilance Officer shall make a detailed written record of the Protected Disclosure. The record will, inter alia, include:
- (a) Facts of the matter;
  - (b) Whether the same Protected Disclosure was raised previously by anyone, and if so, the outcome thereof;
  - (c) Whether any Protected Disclosure was raised previously against the same Subject;
  - (d) The financial/otherwise loss which has been incurred/would have been incurred by the Company;
  - (e) Findings of the Vigilance Officer/investigation person; and
  - (f) The recommendations of the Vigilance Officer on disciplinary/other action(s).
- 9.11 Investigations must begin within 7 days of the receipt of the complaint in writing
- 9.12 Vigilance Officer/Committee shall finalize and submit the report to CEO or the Audit Committee within **30** days of being nominated/appointed.
- 9.13 On submission of report, CEO or Chairman of Audit Committee shall discuss the matter with Vigilance Officer/Committee, who shall either:
- 9.13.1 In case the Protected Disclosure is proved, accept the findings of the Vigilance Officer /Committee and take such Disciplinary Action as CEO may think fit and take preventive measures to avoid reoccurrence of the matter;
  - 9.13.2 In case the Protected Disclosure is not proved, extinguish the matter;

- 9.13.3 Depending on the seriousness of the matter, CEO can further place the matter before the Board with its recommendations. The Board may decide the matter as it deems fit.
- 9.14 In exceptional cases, where the Whistle Blower is not satisfied with the outcome of the investigation and the decision, she/he can make a direct appeal to the Chairman of the Audit Committee.

## **10 Protection**

- 10.1 No unfair treatment will be meted out to a Whistle Blower by virtue of his/her having reported a Protected Disclosure under this Policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistle Blower. Complete protection will, therefore, be given to Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior or the like including any direct or indirect use of authority to obstruct the Whistle Blower's right to continue to perform his duties/functions including making further Protected Disclosure. The Company will take steps to minimize difficulties, which the Whistle Blower may experience as a result of making the Protected Disclosure. Thus, if the Whistle Blower is required to give evidence in criminal or disciplinary proceedings, the Company will arrange for the Whistle Blower to receive advice about the procedure, etc.
- 10.2 The identity of the Whistle Blower and Subject shall be kept confidential.
- 10.3 Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower.

## **11 Secrecy/Confidentiality**

The Whistle Blower, the Subject, the Vigilance Officer and everyone involved in the process shall:

- 11.1 Maintain complete confidentiality/ secrecy of the matter
- 11.2 not discuss the matter in any informal/social gatherings/ meetings
- 11.3 not discuss the matter with any other person other than one required for enquiry/investigation into the matter;
- 11.4 Discuss only to the extent or with the persons required for the purpose of completing the process and investigations
- 11.5 Keep the documents, emails, records related to the matter confidential

## **12 Decision**

If an investigation leads Vigilance Officer to conclude that an improper or unethical act has been committed, the Vigilance Officer shall recommend to the management of the Company to take such disciplinary or corrective actions as they deem fit.

### **13 Reporting**

A quarterly report with number of complaints received under the Policy and their outcome shall be placed before the Audit Committee and the Board.

### **14. Communication**

Directors and Employees shall be informed of the Policy by publishing on the notice board and the website of the Company.

### **15. Retention of Documents**

All Protected disclosures in writing or documented along with the results of Investigation relating thereto, shall be retained by the Company for a period of 10 (Ten) years or such other period as specified by any other law in force, whichever is more.

### **16. Amendment**

The Board of the Company has the right to amend or modify this Policy in whole or in part, at any time without assigning any reason, whatsoever.



**ACKNOWLEDGEMENT AND AGREEMENT REGARDING  
THE VIGIL MECHANISM/WHISTLE BLOWER POLICY**

This is to acknowledge that I have received a copy of the Company's Vigil Mechanism/Whistle Blower Policy. I understand that compliance with applicable laws and the Company's Code of Conduct is important and as a public Company, the integrity of the financial information of the Company is paramount.

I further understand that the Company is committed to a work environment free of retaliation whenever an employee makes a good faith report regarding such concerns. Accordingly, I specifically agree that to the extent that I reasonably suspect there has been a violation of applicable laws or the Company's Code of Conduct including any retaliation related to the reporting of such concerns. I will immediately report such conduct in accordance with the Company's Whistle Blower Policy. I further agree that I will not retaliate against any employee for reporting a reasonably suspected violation in good faith.

I understand and agree that to the extent I do not use the procedures outlined in the Vigil Mechanism/Whistle Blower Policy, the Company and its officers and directors shall have the right to presume and rely on the fact that I have no knowledge or concern of any such information or conduct.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Employee's Name

\_\_\_\_\_  
Date

### **Employee Code of Conduct**

This Code of Conduct is applicable to all employees of Sonata Finance private limited. The Company is committed to conduct its business in accordance with the applicable laws, rules and regulations, and with highest standards of business practices and ethics. The issues covered in this Code are of utmost importance to the Company, its employees, and members.

All employees of the Company have a responsibility to carry out their duties in an honest and business-like manner and within the scope of their authority. They are entrusted with and are responsible for the working in accordance with company's vision and mission in an honest, fair, diligent, and ethical manner.

The purpose of this Code of Conduct is to:

- Encourage high standards of honesty, integrity and ethics among the employees of the Company.
- Encourage observance of standards to protect the interests of employees, and members.
- Give guidance to all Sonata staff on the standards of conduct required by the company.
- Achieve responsible use of and control over all the assets and resources employed or entrusted.
- Give an indication so as to what actions would constitute as "Breaches of Conduct".
- Describe the actions that company would take as consequences of breaches of conduct, and relative seriousness of those actions
- Explain the rights of staff.

This Code of Conduct will help in creating confidence among the Company's employees and its members and the society at large with respect to the dependability and sincerity of the Company.

#### **Objectives:**

This policy is written so as to act as guide for all staff of Sonata Finance Pvt Limited towards their conduct in and outside official premises. The policy is designed to ensure that Sonata's staff operates efficiently and effectively and are treated fairly and equitably. It is an effort to explain the Company's position clearly so that disciplinary action does not come as a surprise to staff.

This Code of Business Conduct and Ethics describes and summaries the standards of business conduct for the staff and also highlights the importance of ethical value in conducting the business affairs of the Company.

#### **Code of Conduct:**

Staff is expected to act honestly, conscientiously, reasonably and in good faith at all times having regards to their responsibilities, the interests of the Company and the welfare of colleagues and clients.

All staff of Sonata Finance Pvt Limited is required to carry themselves in a manner so as to make a positive impression about the company. Following points summarize the manner in which an employee must conduct himself/herself:

- Language to be used by staff for their colleagues in or outside official premises should be mutually respectable.
- Staff must always use utmost respectable language while talking to or about clients.
- Official premises must strictly be used for only and only official purposes.
- Staff must be neatly dressed and well behaved in field and official premises.
- Seniors must always be ready to help the junior employees in carrying out their duties and must always set an example for juniors to follow in terms of efficiency and conduct
- All staff is expected to ensure proper safety of all office documents. Staff must take special care of cash in hand and the cheques kept at unit office. Only the authorized staff may have access to cashbox and cheques.

Above points are meant to be just an indicator for every staff. Staff must always behave, act in such a manner so as to bring tangible or intangible benefit to company.

Following would be viewed as serious violation of code on conduct for the staff of Sonata:

- Using of abusive language, passing obscene comments and/or gestures or any such act which may violate an individual's dignity.
- Usage of any foul language and/or any act in field even if they are provoked to do so by anyone directly or indirectly linked to members.
- Embezzlement and/or misappropriation of client and/or Company money
- Usage of official premises for unofficial and/or personal work. Carrying out nefarious activities like drinking in official premises, whether during or after official hours and/or even during holidays.
- Carrying out nefarious activities in or outside office premises during office time while being on duty.
- Using of client for personal and/or unofficial work at any instant of time.
- Asking personal favours from clients at any instant of time.
- Indulging in any such acts which violates operational policy like having personal relationship with clients.
- Showing disrespect to juniors, colleagues, seniors through various gestures, actions, words etc.

Each and every staff is duty bound to disclose/report any violation in the code of conduct by any other colleague of him/her in the work place and/or in other Units, Branches, LHO, near his/her place of residence or anywhere else'. Breach of this code would be considered an equal level of breach of the code of conduct and he/she would be considered AT PAR WITH PERSON VOILATING THE CODE

Above is just an indicative and not exhaustive list of misconduct. Unless a matter is so serious as to warrant instant dismissal, staff are entitled to be warned about disciplinary breaches and told of the manner in which their performance or conduct must improve.

Upon receiving complaint against any staff, management would conduct an in-depth enquiry covering all stated and unstated aspects of complaint. Concerned staff would be given sufficient time and chance to give his/her response. Company reserves right to ask for resignation or terminate any staff indulging in above mentioned acts and/or any such similar act and/or any act which may bring disrepute of any sort or loss of any kind to company.

### **Disciplinary Actions:**

Various types of Disciplinary actions that may be taken by company:

- Oral warning
- Asking for written explanation
- Issuing explanation letter
- Issuing warning letter
- Issuing show cause notices
- Issuing suspension letters
- Asking employee to resign
- Issuing termination letters

Above list is of increasing severity. Type of disciplinary action that may be taken by company depends upon:

- **Severity of misconduct:** In cases of serious misconduct like Embezzlement and/or misappropriation of client and/or Company money company reserves the right to take any disciplinary action which may go to extent of issuing termination letter.
- **Frequency of misconduct:** In case a staff commits misconduct of lesser severity too frequently, company may take action of higher intensity likewise if an employee has been issued 5 explanation letters, company may issue him a suspension letter in case he/she commits misconduct for sixth time.

### **Rights of Staff:**

Following are the right a staff has in case of disciplinary action of any kind is taken:

- Full explanation of the actions /events leading to disciplinary action.
- Being heard by top management of company.
- Sufficient time and chance to respond to the disciplinary action.

Company would take disciplinary action against any employee only if it is confirmed that the employee has violated this Code of Conduct.

**FORMAT FOR WHISTLE BLOWING**

<b>Date</b>	:	
<b>Name of the Employee/Director</b>	:	
<b>E- mail id of the employee/Director</b>	:	
<b>Communication Address</b>	:	
<b>Contact No</b>	:	
<b>Subject matter which is reported</b>	:	
<b>(Name of the person/ event focused at)</b>	:	
<b>Brief about the concern</b>	:	
<b>Evidence (enclose, if any)</b>	:	

/\*\*/\*\*/\*\*/\*\*