

## Whistle Blower Policy of Kimplas Piping Systems Limited (NORMA Group Company)

This Whistle Blower Policy of the Company supersedes the existing Whistle Blower Policy as amended on 25.12.2014) and shall be effective from 07.07.2019. This Policy is an extension of Code of Conduct of Kimplas Piping Systems Limited.

As a market leader in Joining Technology, NORMA Group is committed to ensuring that its business processes satisfy the highest standards of reliability and integrity.

Kimplas Piping Systems Limited being a Norma Group Company is committed to follow the Code of Conduct and Whistle Blower System to redress the concerns, grievances and complaints of all employees and directors of the Company in the matters like illegal acts, violation of this code, unethical conduct or acts by the Company's officials (herein after referred to as 'Communication').

### Procedure for raising concerns / grievances / complaints

All Communication of reporting of concerns, grievances and complaints should be in writing in a sealed envelope and addressed to the Local Compliance Officer, Kimplas Piping Systems Limited, B-20, MIDC, Ambad, Nashik - 422010.

This reporting / communication should be with a covering letter showing the identity of the concerned employee / director and clearly indicates the nature of **concerns / grievances / complaints**.

The concern or grievances should be actual and not an expectation or speculation of the whistle blower (Who raised the complaints/grievances/concern).



**Registered Office:** B-20, MIDC, Ambad, Nashik - 422010 Maharashtra (INDIA) Tel : +91 253 6622701/702 Fax: +91 253 6604710

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### Redressal mechanism

On receiving the Communication from the Whistle Blower, the Local Compliance Officer shall forward the same to the Managing Director or any other person designated by the Board to deal with the complaints of employees / Directors.

The Managing Director or the Person authorized by the Board shall investigate into the matter and take such decision as it thinks fit for the Company.

In addition to the above, if the Employee / Director wants to raise his concerns, grievances and complaints directly to the Norma Group Head Compliance team, he can do through the BKMS system.

NORMA Group provides the BKMS® System to its employees, directors, customers, suppliers and stakeholders as means of reporting criminal actions and other serious violations of important company-internal rules to NORMA Group.

With the BKMS® System, NORMA Group intends to effectively protect potential whistleblowers by offering them a communication platform secured with the newest technologies for the submission of anonymous reports. In addition, whistleblowers can actively assist in clarifying the situation by setting up an anonymous postbox after submitting their report.

It can be assessed through NORMA Group's web site-

<https://www.normagroup.com/corp/en/cr-whistleblower-system/>

**For Kimplas Piping Systems Limited**



Atul Gambhir  
Managing Director  
DIN 05269345



Prashant Umbare  
DGM (HR & ADMIN)



Place: - B-20, MIDC, Ambad, Nashik – 422010, Maharashtra, India