



Analytical Instrumentation & Maintenance Systems

WHISTLE BLOWING POLICY

Analytical Instrumentation & Maintenance Systems (AIMS) has always had an informal open door policy and access-for-all for all Directors, employees, contractors and other stakeholders to discuss all matters pertaining to the operation and reporting of activities of AIMS.

AIMS enables and encourages all the interested parties to raise any concern of actual and/or suspected bribery and corrupt practice as per AIMS's established policies & procedures and applicable laws & regulations, at the end of any director, employee, vendor and/or any other person/party representing the vendor.

Respecting confidentiality and assuring anonymity, AIMS intends to invoke employees to raise serious concerns without the fear of retaliation, victimization, subsequent discrimination or disadvantage within AIMS, rather than overlooking a problem or seeking a resolution for the problem outside AIMS.

This Policy applies to all Directors and employees and those contractors working for AIMS. It is also intended to provide a method for other stakeholders (suppliers, customers etc.) to voice their concerns regarding AIMS's business conduct.

The Policy is also intended as a clear statement that if any bribery and corrupt practice by AIMS or any of its employees or by any of its contractors or suppliers are identified and reported to AIMS, it will be dealt with instantly and thoroughly investigated and remedied. AIMS will further examine the means of ensuring that such bribery and corrupt practice can be prevented in the future.

AIMS discourages any such intent of making any deliberately false or malicious allegations by any individual. Any such proven event is dealt with immediate action, resulting in, immediate dismissal, penal consequences & impositions of penalties/fines (under law) and termination of employment/business relationship, as applicable.

AIMS makes this policy publicly available, as documented information, in generally comprehensible language(s), aiming at increasing awareness of all individuals how to raise concern.

Zero tolerance

MANAGING DIRECTOR

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| Revision No. 0 | Date: 01/01/2019 | Document Title: Whistle Blowing Policy | Document ID: Annexure-B/ABMS |
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