

Vigil mechanism

NSDL e-Governance Infrastructure Limited ('NSDL e-Gov') believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour. The Company has adopted a Code of Ethics ("the Code"), which lays down the principles and standards that should govern the actions of the Company, its directors and employees. Besides, the Staff Rules adopted by the Company also govern the conduct of the employees.

The Companies Act, 2013 provides for establishment of a vigil mechanism for directors and employees of the Company to report genuine concerns. In the view of the above, NSDL e-Gov has formulated 'Whistle Blower Policy'(the Policy) to enable its directors and employees to report instances of unethical conduct, actual or suspected fraud or violation of the company's Code and Staff Rules and to prescribe the procedures to be followed by them in that respect. Under this policy any director or employee of NSDL e-Gov can report any actual or possible violation of the Code or Staff Rules or other applicable laws or an event he/she becomes aware of that could affect the business or reputation of NSDL e-Gov as per the procedure specified in the Policy. There is a Whistle Blower Committee constituted by the Company for overseeing the implementation of this Policy and to deal with complaints received under the Policy.

The Policy also provides for safeguards against victimization of persons who use such mechanism and make provision for direct access to the Chairperson of the Audit Committee in exceptional cases.