

**AIR WORKS INDIA (ENGINEERING) PVT. LTD.**  
**('the Company')**

**VIGIL MECHANISM APPROVED BY THE BOARD OF DIRECTORS OF THE COMPANY ON 9<sup>TH</sup> MAY, 2014 PURSUANT TO THE PROVISIONS OF THE COMPANIES ACT, 2013 AND CHANGED ON 30<sup>TH</sup> JULY, 2014.**

In accordance with the provisions of Section 177(9) of the Companies Act, 2013 read with Rule 7 of the Companies (Meetings of Board and its Powers) Rules, 2014, every company is required to establish a vigil mechanism if its borrowings from banks and public financial institutions are in excess of Rs. 50 Crores. The purpose is to enable the Directors and employees to report their genuine concerns or grievances about the amount of funds borrowed and the financial condition of the Company to repay those loans and the interest thereon.

As the borrowings of the Company from banks are in excess of Rs. 50 Crores, the Board of Directors of the Company has approved establishment of a vigil mechanism in the Company.

Mr. M. Madhavan Nambiar, Director, is its sole member to whom any Director or employee may report his genuine concerns or grievance, either by writing an e-mail to him at: [vigilmechanism@airworks.in](mailto:vigilmechanism@airworks.in), or by sending a letter to him at the address given below:-

Mr. M. Madhavan Nambiar  
No.3, Nawab Habibullah,  
3<sup>rd</sup> Street, Chennai-600006,  
Tamil Nadu, India  
Tel: +91 98102 15568

Mr. Nambiar, Director, shall keep the identity of that person un-disclosed from the Board of Directors and management of the Company and shall respond to that person's concern or grievance within a period of 15 (Fifteen) working days of receipt of the e-mail or the letter and shall maintain a record thereof.

Mr. Nambiar, Director, shall have the right to seek such information and records from the officers of the Company as he may deem appropriate to respond to that concern or grievance.

If he is convinced with the genuineness of the concern or grievance, he will have the right to place this matter before the Board of Directors and to seek the decision of the Board members for resolution of the matter in the best interest of the Company.

In case of repeated frivolous complaints being filed by a Director or an employee, Mr. Nambiar, Director, may take suitable action against the concerned Director or employee, including reprimand.