

## Procedure for Reporting of Unethical Business Practices

### Objective:

To achieve transparency in all forms our business with customers, legal entities, suppliers and all interested parties.

### Scope:

All customers, legal entities, suppliers and interested parties doing business with Veer-O-Metals.

### Responsibility:

Director is responsible for effective implementation of this policy.

### Instructions:

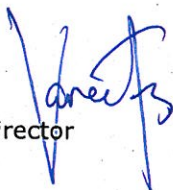
As part of our Unethical business practices reporting we encourage all of our stakeholders to ask questions or report concerns on this term.

To report your concern, please choose one of the following options:

- Contact your supervisor or manager.
- Contact your local facility ethics officer (generally the HR manager at your facility).
- Visit [www.veerometals.com](http://www.veerometals.com) and report the discrepancies to the email address mentioned.
- Email to [vaneetss@veerometals.com](mailto:vaneetss@veerometals.com) - Management Appointee/Director in First Level escalation.
- Email to [praneet@veerometals.com](mailto:praneet@veerometals.com) - Director in Second Level Escalation.
- Email to [shamsunder@veerometals.com](mailto:shamsunder@veerometals.com) - Managing Director - Top level escalation.
- Submit a confidential, anonymous report - dial 1800-3000-5591. Calls from outside India dial +91 97213 81155.

We value our reputation for integrity and accept the personal responsibility for maintaining it.

For Veer-O-Metals Pvt. Ltd

  
Director