

Details of the Establishment of the Vigil Mechanism and Whistle Blower Policy

Vigil Mechanism and Whistle Blower Policy:

Esha Media Research Limited has established a Vigil Mechanism to encourage employees to report any unethical behavior, fraud, or violation of company policies. Key elements of the policy include:

1. **Confidentiality and Anonymity:**
 - Ensuring confidentiality and anonymity of whistleblowers.
2. **Protection Against Retaliation:**
 - Protecting whistleblowers from retaliation or adverse employment consequences.
3. **Reporting Channels:**
 - Multiple channels for reporting concerns, including a dedicated email address and hotline.
4. **Independent Investigation:**
 - Independent and thorough investigation of reported concerns.
5. **Action:**
 - Appropriate disciplinary or corrective action based on investigation findings.
