

Vigil Mechanism (Whistle Blower Policy)

Asking for Advice and Voicing Concerns

While working on behalf of Honeywell, you may face difficult situations. Many times, your common sense, good judgment, our Code, and Company policies and procedures will be enough to guide you. However, there may be times in which you need additional help to make the right choice. In these cases, you have several resources available to you.

These include:

- Your manager or supervisor
- Your Human Resource representative.

PAN ELECTRONICS (INDIA) LIMITED will treat all reports confidentially to the extent possible, consistent with the law, Company policy and the Company's need to conduct a thorough investigation. You may contact the Integrity and Compliance Office with any questions. All reports will be investigated promptly and thoroughly, consistent with applicable law and, upon the advice and approval of the Law Department, may be reported to the appropriate authorities. Appropriate corrective or disciplinary action for Code violations will be taken whenever necessary.