Nirlon Limited
CIN: L17120MH1958PLC011045
Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400 063.
Tele: +91 (022) 4028 1919 / 2685 2257 / 58 / 59
E-mail id : **info@nirlonltd.com**,Website:**www.nirlonltd.com**

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November 14, 2025

BSE Limited,
The Corporate Relationship Dept.,
P.J. Towers,Dalal Street,
Mumbai - 400 001.

Security Code: 500307

Dear Sir/ Madam,

Sub: Vigilance Awareness Week 2025

We refer to the Hon'ble Government of India (**GOI**) initiative - **Vigilance Awareness Week 2025.**

Towards this step, and in order to spread awareness about vigilance Awareness week for the year 2025, (**VAW 2025**) and e-pledge initiative of Central Vigilance Commission (**CVC**) to public/citizen, we as the listed companies are hereby committed to the above said initiatives by:

a. Published the information about the observance of VAW 2025 on website i.e. **www.nirlonltd.com** with a **weblink https://www.nirlonltd.com/pdf/20252026/cvc_nov_2025.pdf** and encouraging people to take e-pledge by providing a link to the e-pledge websites of CVC (**https://pledge.cvc.nic.in/**), and

b. Sent the e-mail messages, on November 14, 2025, to shareholders whose email id are available informing them about the observance of e-pledge by visiting the e-pledge website of CVC (**https://pledge.cvc.nic.in/**).

Kindly take the information on your record.

Thanking you,
Yours Faithfully,
For Nirlon Limited

Jasmin K. Bhavsar
Company Secretary, Vice President (Legal) & Compliance Officer
FCS 4178

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Nirlon Limited -Vigilance Awareness Week 2025

Vigilance: Our shared responsibility

We refer to the Hon'ble Government of India (**GOI**) initiative - **Vigilance Awareness Week 2025.**

Towards this step, and in order to spread awareness about vigilance Awareness week for the year 2025, (**VAW 2025**) and e-pledge initiative of Central Vigilance Commission (**CVC**) to public/citizen, we, Nirlon Limited , as the listed company with BSE Ltd., (Security Code: 500 307) are hereby committed to the said initiatives.

We as a company already took pledge for the same, and we hereby request to all our stakeholders to take note of the same with a humble request to take e-pledge by providing a link to the e-pledge websites of CVC (***https://pledge.mygov.in/cvc/***

Integrity Pledge

I. AS A CITIZEN

I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

I realise that every citizen should be vigilant and commit to highest standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

i. To follow probity and rule of law in all walks of life;
ii. To neither take nor offer bribe;
iii. To perform all tasks in an honest and transparent manner;
iv. To act in public interest;
v. To lead by example exhibiting integrity in personal behaviour;
vi. To report any incident of corruption to the appropriate agency.

I Pledge _____

Integrity Pledge

II. AS AN ORGANISATION

We believe that corruption has been one of the major obstacles to economic, political and social progress of our country. We believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

We acknowledge our responsibility to lead by example and the need to put in place safeguards, integrity frameworks and code of ethics to ensure that we are not part of any corrupt practice and we tackle instances of corruption with utmost strictness.

We realize that as an Organisation, we need to lead from the front in eradicating corruption and in maintaining highest standards of integrity, transparency and good governance in all aspects of our operations.

We, therefore, pledge that:

i. We shall promote ethical business practices and foster a culture of honesty and integrity;
ii. We shall not offer or accept bribes;
iii. We commit to good corporate governance based on transparency, accountability and fairness;
iv. We shall adhere to relevant laws, rules and compliance mechanisms in the conduct of business;
v. We shall adopt a code of ethics for all our employees;
vi. We shall sensitise our employees of laws, regulations, etc. relevant to their work for honest discharge of their duties;
vii. We shall provide grievance redressal and Whistle Blower mechanism for reporting grievances and fraudulent activities;
viii. We shall protect the rights and interests of stakeholders and the society at large.

We Pledge _____

We request to take note of the same and do the needful at the earliest.

Thanking you,
Yours Faithfully,
For Nirlon Limited

Jasmin K. Bhavsar
Company Secretary, Vice President (Legal) & Compliance Officer
FCS 4178

Mumbai, November 14, 2025