



Whistle Blower Policy

Policy

Area of Application

x Applicable for 1046 Merck Ltd

Date/Valid from	07.05.2015
Approved by	Country Management Board
Owner	Managing Director
Reviewed by	Vikas R Gupta
Version	1.0
Author	Dr Rajesh Chitre

Rationale and Objective

The Compliance Department at Merck KGaA has developed a robust whistleblower policy applicable to all its entities globally, it is being centrally implemented and monitored.

Merck Limited (*the Company*) is a subsidiary company of Merck KGaA and is listed on Bombay and National Stock Exchanges in India.

In terms of the provisions of Section 177 (8) of the Companies Act 2013 and Clause 49 of the Listing Agreement with the stock exchanges the Company needs to implement a vigil mechanism hence this addendum to the Corporate Compliance Reporting and Investigation Policy.

Executive Summary

This policy is to amend the Corporate Compliance Reporting and Investigation Policy (akin to Whistleblower Policy), so as to make it compliant with the requirement of the Companies Act 2013 and Clause 49 of the Listing Agreement. Corporate Compliance and Investigation Policy read with this addendum Policy hereinafter is referred to as the 'Whistle Blower Policy'.

Applicability

This policy document applies to all Directors, employees and officers of all Merck Limited, a Company which is listed on National and Bombay Stock Exchanges in India.

Addendum to the Corporate Policy

Following clause 3.2a be added after clause 3.2 of the Corporate Compliance Reporting and Investigation Policy.

3.2a Escalation Process & Manner in which concern can be raised

Employees may report their concern through SpeakUp Line by dialing the Toll free number 000800-1008472 or to the Group Compliance office at <https://www.bkms-system.net/ISPEAKUP>.



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Employees may, in exceptional cases, refer the matter to the Chairman of the Audit Committee, whose address and email id are given below:

Sh. Suresh Talwar

10, Shiv Shanti Bhuvan,

146, Maharshi Karve Marg,

Mumbai, Maharashtra 400020

Email id: suresh.talwar@talwarthakore.com

Record Keeping:

The record will be retained by the 'Compliance Officer' for a period of 8 years from the date of final outcome.

The Corporate Compliance reporting and Investigation Policy forms part of this Whistle Blower Policy.

Role	Name & Title	Signature
Author	Dr Rajesh Chitre, Compliance Officer	
Reviewer	Vikas R Gupta, General Counsel	
Approver	Country Management Board	