

Whistle Blower Policy

Objective: Whistle blower Policy is to protect employees who raise concern about actual, suspected, or anticipated wrongdoing within the factory.

Aim: To make employees feel confident about raising concerns internally, by offering a reporting and investigation mechanism which is objective, confidential & independent and protects employees from reprisal or disadvantage.

The policy outline activities at wrongdoing such as: -

- Corrupt conduct
- Fraudulent or any other illegal activity
- A substantial mismanagement at the company
- Conduct involving substantial risk to public health & safety
- Conduct involving substantial risk to the environment.
- Any other conduct that could cause loss to the company or become detrimental to company.

The company is committed to ensure that our employees do not suffer disadvantage for reporting instances of wrongdoing to the management.

Company has several channels for reporting wrong duty such as: -

- Direct to the factory manager.
- Direct to the HR Head of the company
- Log the report in written to the authorized person.
- Log the report in written to the authorized person.
- email to the factory manager and HR head.

Protection of the Whistle Blower (s): -

Employees have the choice of whether to disclose their name, and if they choose to identify themselves, or if their identity becomes apparent by making in a report. They have the option to ask the concerned person regarding whistleblower protection.

Violation or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violence or suspect violation and the identity of the complainant will be kept confidential to the extent possible, with he/she is understanding that certain details may need to be shared with the officer to conduct an adequate investigation and to comply with applicable law.

Our policy also covers the option to take disciplinary action against anyone who deliberately makes a false and dishonest report. No action will be taken against an employee where report was made in good faith, but no wrongdoing was identified.

For Kingspan Jindal Pvt Limited

Authorized Signatory