

# **WHISTLE BLOWER POLICY**

## **RUTRON INTERNATIONAL LIMITED (RIL)**

### **Introduction:-**

The RIL believes in conducting its business and working with all its stakeholders, including Employees, shareholders and business associates in an ethical and lawful manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior. The RIL prohibits any kind of discrimination, harassment, victimization or any other unfair Practice being adopted against an employee and/or a business associate.

### **Purpose:-**

This policy is formulated to provide mechanism to employees to approach the Whistle Blower Committee of the RIL and disclose unethical and improper practices or any other alleged wrongful conduct in the RIL and to prohibit managerial personnel from taking any adverse personnel action against those employees.

### **Scope:-**

All Directors/ Employees of the RIL

### **Framework Guidelines for Employees:-**

In case of any suspected violation of any law that applies to RIL and any suspected violation of the RIL's Code of Conduct, an Employee or Director may report the same in the manner mentioned in this Policy. Such violations include, but are not limited to, accounting or financial reporting violations, fraud, misappropriation of money, discrimination or harassment based on gender, race, religion, language, etc., unlawful manipulations, insider trading, bribery, or violations of the anti-retaliation aspects of this Policy. Retaliation includes adverse actions, harassment, or discrimination in employment relating to a report of a suspected violation.

Failure to report any reasonable belief that a violation has occurred or is occurring is itself a violation of this Policy and such failure will be addressed with appropriate disciplinary action.

### **False Complaints**

All Employees are protected from victimization, harassment or disciplinary action as a result of any disclosure, where the disclosure is made in good faith and is not made maliciously. An Employee who intentionally files a false report of wrong doing will be subject to disciplinary action including termination.