



# JINABAKUL FORGE PVT LTD

## Ethics Escalation Procedure

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This procedure states the guidelines for escalating any observed or suspected violation of the following:

- ⑤ Code of Conduct
- ⑤ No Child Labour Policy
- ⑤ No discrimination & No harassment Policy
- ⑤ No forced labour policy
- ⑤ Whistle Blower Policy

Any employee who notices or suspects any violation of the above policies or any other act of violation by an employee or external party, which is harmful to the organization and its interests, shall follow the following procedure for escalating the matter:

- ⑤ Report to his / her Head of Department/Plant Incharge.
- ⑤ If not comfortable with reporting to the Head of Department/Plant Incharge for any reason, or if no response or unsatisfactory response, report to the Executive Director.



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The reporting can be either in verbal or written form through a letter or mail. The contact list of different levels of the organization is given below, and communicated and displayed

Sr. No.	Name	Designation	Contact No.	Email ID
1	Mr. Anil Devalatti	Safety Officer	9535957961	safety@jinabakul.ocm
2	Mr. Pramod Jinagouda	Manager-Engineering	9449287363	engineering@jinabakul.com
3	Mr. Suresh M Dixit	Manager-Purchase	9480456234	purchase@jinabakul.com
4	Mr. K Ravishankar	Manager-Metallurgy	8867548583	ravishankar.k@jinabakul.com
5	Mr. Jeetendra Madahale	Manager-HRD	9741268652	jeetendra.m@jinabakul.com
6	Mr. Shridhar Hosamani	Chief Accountant	9448456892	fin.jfpl@jinabakul.com
7	Mr. J N S Rao	DGM-Manufacturing	9448456894	mfg@jinabakul.com
8	Mr. Balachandra D Badan	Executive Director	9844098384	b.badan@jinabakul.com

Sd/-

**Balachandra D Badan**  
Executive Director

Sd/-

**Kiran C Jinagouda**  
Executive Director

2nd May, 2018