



JINABAKUL FORGE PVT LTD

Whistle Blower Policy

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This policy is intended to encourage management, staff, workmen and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution.

- ⑤ The Whistle blower should promptly report the suspected or actual event to his/her supervisor.
- ⑤ If the Whistle blower would be uncomfortable or otherwise reluctant to report to his/her supervisor, then the Whistle blower could report the event to the next highest or another level of management, including top management members.
- ⑤ The Whistle blower can report the event with his/her identity or anonymously.
- ⑤ The Whistle blower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with intention to harm some one or the organization.
- ⑤ A Whistle blower who makes a report that is not done in good faith is subject to discipline, including termination of the Board or employee relationship, or other legal means to protect the reputation of the organization and members of its Board and staff.
- ⑤ Anyone who retaliates against the Whistle blower (who reported an event in good faith) will be subject to disciplinary action.
- ⑤ Supervisors, managers and/or Board members who receive the reports must promptly act to investigate and/or resolve the issue.
- ⑤ The Whistle blower shall receive a feedback within seven business days of the initial report, regarding the investigation, disposition or resolution of the issue.



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- ❖ If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the Whistle blower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.
- ❖ The identity of the Whistle blower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement.

Sd/-

Balachandra D Badan
Executive Director

Sd/-

Kiran C Jinagouda
Executive Director

2nd May, 2018