

Whistleblower Protection Policy

1. Purpose

This policy establishes procedures and protections for individuals reporting suspected improper conduct, violations of law or company policy, or other unethical behavior (hereinafter "whistleblowing") within the organization.

2. Scope

This policy applies to all employees, contractors, suppliers, and any other persons acting on behalf of the organization.

3. Definitions

- **Whistleblowing:** Reporting of suspected wrongdoing or dangers at work, including criminal offenses, regulatory breaches, health and safety risks, or unethical behavior.
- **Whistleblower:** Any individual who makes a disclosure under this policy.
- **Improper Conduct:** Any action that is illegal, unethical, or violates organizational policy.

4. Reporting Mechanisms

- Employees and external parties can report concerns via designated email addresses, anonymous hotlines, or direct contact to the Whistleblower Officer.
- Reports should provide as much relevant detail as possible.

5. Investigation Process

1. All whistleblowing reports are acknowledged and reviewed by the Whistleblower Officer or designated team.
2. Investigations are conducted promptly and fairly while maintaining confidentiality.
3. Findings will be documented, and appropriate actions taken as necessary.

6. Protection Against Retaliation

- No whistleblower acting in good faith will suffer retaliation or adverse employment consequences as a result of making a report.
- Any acts of retaliation should be reported and will result in disciplinary action.

7. Confidentiality

- All reports and investigations will be handled confidentially to the extent possible.
- Identity of the whistleblower will not be disclosed without their consent, unless required by law.

8. False Allegations

Disciplinary actions may be taken against individuals who knowingly make false or malicious allegations.

9. Communication & Training

- This policy will be communicated to all employees and relevant stakeholders.
- Periodic training and awareness sessions will be conducted.

10. Review & Amendments

This policy will be reviewed regularly and updated as necessary to comply with legal requirements and organizational changes.

Important Notes

- Compliance with local laws and regulations is crucial in developing and implementing whistleblower policies.
- Strong protections against retaliation encourage individuals to come forward with concerns.
- Regular communication and clear reporting channels build trust in the process.
- Maintaining confidentiality is essential for protecting whistleblowers and ensuring integrity of investigations.
- Periodic review of the policy helps ensure its effectiveness and relevance.