

॥ सहवीर्यं करवा वहे ॥



धरंजुं धर | SINCE 1985
PARSHWANATH
CORPORATION LIMITED

- **Preface:**

Your company believes in the conduct of fair and transparent affairs by way of adopting highest standards of Professionalism, Honesty, Integrity and ethical Behaviour. The Company is in a view to developing a culture where it is safe for all employees to raise their concern about any unethical practise and any event of misconduct. The purpose of Whistle Blower policy is to provide a Framework to promote secure whistle blowing. It protects the employees wishing to raise their concern about fraud or any other suspected unethical activity. The Policy neither releases employees from their duty of confidentiality in the course of their work, nor is it a route for taking up a grievance about a personal situation.

- **Policy**

This Policy is for the employee of Parshwanath Corporation Limited and has been formulate so that employees can be confident about raising a concern. The core areas of the policy are:

- ✓ Manipulation of company data/ Records
- ✓ Financial irregularities and fraud
- ✓ Misappropriation of Company's funds/Assets
- ✓ Breach of Contract
- ✓ Abuse of Authorities
- ✓ Violation of laws and Regulations
- ✓ Criminal Offence
- ✓ Any other unethical, imprudent event noticed by the management

- **Guideline Principles:**

To ensure that this Policy is adhered to, and to assure that the concern will be acted upon seriously, the Company will:

- a) Ensure that the Whistle Blower and/or the person disclosing the unethical, fraudulent performance in the company is not victimized for doing so;
- b) Victimization shall be treated as a serious matter resulting into initiating disciplinary action on such person/(s);
- c) Precaution will be taken for no attempt of concealing of evidence made by the any employee for the unethical and fraudulent behaviour suspected.
- d) An opportunity of being heard to the persons involved especially to the Subject shall be given;

- **Precautionary Measures:**

The company shall ensure that genuine Whistle Blowers are provided complete protection against any kind of unfair treatment as herein set out. Protection under this policy would not mean protection from disciplinary action arising out of bogus allegations made by a Whistle Blower knowing it to be false or bogus or with mala fide intention. Any disclosure of information by the Whistle Blowing Employee, which is subsequently found to be mala fide, frivolous or malicious, shall be liable to be prosecuted as per existing policy of the Company.

- **Manner in which concern can be raised**

Any employees who suspects or witnesses any fraudulent, unethical behaviour within or outside the corporate precincts, which is harmful, unethical to the company or its employees, may report to the management immediately, upon the acknowledgment.

- **Protection:**

No unfair treatment will be meted out to a whistle blower by virtue of his/her having reported a protected disclosure under this policy. The Company ,as a policy , condemns any kind of discrimination, harassment, victimization or any other unfair employment practise being adopted against whistle blower. Complete protection shall be provided to whistle blower. If whistle blower is required to give any evidence in criminal or disciplinary proceedings, the company will arrange for the whistle blower to receive advice about the same.

The identity of whistle blower shall be kept confidential. Any other employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the whistle blower.

- **Confidentiality:**

Every office who involved in the process of whistle blowing policy shall maintain complete confidentiality and shall not discuss the matter in any informal/ social gathering/ meetings or any other way. If anyone found not complying with the same , shall be held liable for such disciplinary action as is considered fit.

- **Enforcing of the policy**

Whistle blower policy shall be enforced upon to each and every person that is associated with the company.

- **Amendment:**

The Company has the right to amend or modify this Policy in whole or in part, at any time without assigning any reason, whatsoever. However, no such amendment or modifications will be binding on the employees unless the same is notified to the employees in writing.

- **Regulatory Authority:**

Audit Committee formulated by the company shall be the authority to look over this policy and shall resolve queries related to the policy. The chairman of the audit committee shall have direct access in exceptional cases.