

Whistle Blowing Mechanism

Why do we need to blow the whistle?

Our reputation is built on our action. When those actions are ethical, our reputation is one of a company with whom people want to deal. An employee, supplier or stakeholder may blow a whistle if any of the following circumstances / event is observed:

- Bribery and corruption
- Conflicts of interest
- Environmental issues
- Fraudulent financial reporting
- Giving or receiving inappropriate gifts or entertainment
- Harassment or discrimination
- Improper accounting procedures
- Improper disclosure of confidential information
- Safety issues
- Theft
- Violence or threatening behavior
- Violation of securities and exchange regulations
- Violation of law at any level

How do I Raise a concern?

You may raise your concern through following ways:

Email at blowthewhistle@descon.com

Anonymous Allegations:

Allegations made by anonymous emails are necessarily difficult to investigate and, for that reason, cannot always be given the same consideration as attributed emails. On all anonymous emails WBC shall consider seriousness and credibility of the allegations also accounting for the feasibility of investigating them and the reason(s) of keeping anonymity.

Unproven Allegations:

All stakeholders have complete right to raise their genuine concerns; however, stakeholders should be particularly specific and have evidence to support their claims as well. If a stakeholder makes an allegation that is not confirmed by WBC, then the MC reserves the right to initiate suitable action against the stakeholder for misleading facts or raising false alarms.

Deliberately False Allegations:

Disciplinary action shall be taken against any stakeholder deliberately making allegations they know to be false or unfounded, whether frivolously or maliciously. Action will also be taken against a stakeholder inventing or otherwise falsifying facts in order to make a complaint