

Whistle Blowing Procedure

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 or a 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

Confidentiality

You may specifically ask for your name not to be disclosed, this will be respected subject only to any requirement to disclose where the investigation may otherwise impede.

How do I Raise a concern?

You may raise your concern by emailing on the following address. The Compliance committee (WBC) shall review the case accordingly and initiate the procedure.

- Email at wb.dps@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.

Confidentiality

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Victimization

Disciplinary action will be taken against anyone victimizing or harassing an employee because he/she has raised concerns.

Records of complaints

Secretary of compliance committee shall be responsible for maintaining records / meeting minutes of all concerns / complaints raised, meetings held and outcomes. Records will be kept in a form, which does not compromise confidentiality.