

RAJ PACKAGING INDUSTRIES LIMITED

WHISTLE BLOWER POLICY

1. AIM AND SCOPE OF THE POLICY

1.1. This policy aims to:

- Provide avenues for Employees and Directors to raise concerns and receive feedback on any action taken.
- Establish a reporting authority for Employees and Directors to report breach of Company's policies.
- Reassure Employees and Directors that they will be protected from reprisals or victimisation for Whistle Blowing in good faith.

1.2. There are existing procedures in place to enable employees to lodge a grievance relating to their own employment. This Whistle Blowing Policy is intended to cover concerns that fall outside the scope of other procedures. That concern may be about an act or omission that:

- is unlawful or in breach of any law;
- is against the Company's Policies;
- falls below established standards or practices; or
- amounts to improper conduct, unethical behaviour or suspected fraud

2. SAFEGUARDS

2.1. Harassment or Victimisation

The Company will not tolerate harassment or victimisation and will take action to protect an individual when they raise a concern in good faith. In case, a Whistle Blower is already the subject of any disciplinary action those procedures will not be halted as a result of their Whistle Blowing.

2.2. Confidentiality

The Company will do its best to protect an individual's identity when she/he raises a concern and does not want their name to be disclosed. It must be appreciated that a statement from the Whistle Blower may be required as part of the evidence in the investigation process.

2.3. Anonymous Allegations

Anonymous Allegations will be taken up by the Company, however the Policy encourages individuals to put their names to allegations.

2.4. Untrue Allegations

If the Whistle Blower makes an allegation in good faith, which is not confirmed by the investigation, no action will be taken against the Whistle Blower. If a complaint is malicious or vexatious, disciplinary action will be taken.

3. REPORTING A CONCERN:

The concerns raised under Whistle Blowing shall be reported periodically to Management Committee of the Company.

4. THE COMPLIANCE OFFICER

The Company Secretary as the Compliance Officer of the Company shall also act as the Compliance Officer under the Whistle Blowing Policy.

5. ADDRESS FOR REPORTING AND COMMUNICATION:

Any concerns/issues can be addressed to Company Secretary at below address.

Company Secretary
Raj Packaging Industries Limited,
6-3-1247, Metro Residency, Flat No. 202&203,
Raj Bhavan Road, Hyderabad-500082

Email: secretary@rajpack.com