POL/ 1/ 004 Whistle Blowing Policy
Rev 02

مُخبری کی پالیسی

Our policy states that:

1. Darson Industries Private Limited takes all misconduct, which can lead to a financial & reputational loss to the company, very seriously, whether it is committed with/ by an employee, supplier, customer, competitor or contractor. The following examples demonstrate what we mean by serious misconduct:
   1.1. Fraud, corruption, bribery or other misconduct;
   1.2. Criminal offences, e.g. Robbery, Vandalism;
   1.3. Breaches relating to the accuracy or integrity of the company's confidential information;
   1.4. Failure to comply with legal obligations;
   1.5. Actions which are intended to cancel any of the above; and
   1.6. abuse (words or expression), immoral scolding, beatings / scuffle, personal gains and/ or harassment; etc.
2. If you become aware of any such activities or other possible misconducts you are encouraged to report using following modes of contact.

Call / WhatsApp Contact +92 321 4245802 or write & drop in box or post to COO

Note:

i. Your details will be kept confidential and never be disclosed at any forum or instant.

ii. It is intended to match statutory protection and, for the avoidance of uncertainty, statutory rights will not be affected in any way by this policy.

iii. This policy statement applies to all permanent and temporary employees, agents and contractors.

iv. It will not always be clear that a particular action falls within one of these categories and you will need to use your own judgement. However, if you believe the matter to be serious, We, Darson Industries Private Limited, would prefer you to report your concerns rather than keep them to yourself. Thank you